

Tekmar Energy is a leading supplier of technology and services to the Subsea and Offshore Energy sector. We are committed to a creating an operating environment based on open communication, integrity in serving our customers, fairness and concern for our employees and our responsibility to the communities within which we operate or may affect.

OUR VISION:

- To enable the world's energy transition, reflecting our responsibility to future generations

OUR MISSION:

- Collaborating with our stakeholders, we will deliver robust, sustainable technology and services utilising our talented and diverse team that will enable the Group to grow significantly and profitably.

OUR VALUES:

- *Work Together*; we foster teamwork without boundaries, to ensure the best results are delivered in an environment where people feel empowered, safe, trusted, confident and inspired to develop
- *Do Things Right*; we take a united approach towards Safety, Quality and Delivery. We lead by example and constantly find ways to raise standards. We challenge the norm and have the courage to stand up for what is right
- *Break The Boundaries*; we collaborate with our customers and constantly look for ways to develop our technology and services to make today's impossible tomorrow's deliverable.

OUR PEOPLE

Tekmar Energy is committed to equality in employment opportunity, rewards, and employee development, embracing the cultural diversity within the communities we operate. Our employees' welfare and interests are foremost throughout all aspects of our business and how we conduct our affairs. Tekmar Energy is committed to:

- Prevention of accidents and incidents
- Designing and providing a safe and secure work environment
- Creating and nurturing an environment of success based on honesty and integrity
- Empowerment through ownership, engagement, training and ongoing communication

OUR CUSTOMERS

Customer needs are paramount throughout all points of engagement. Our obligation is to proactively establish and deliver upon all customer needs and requirements.

OUR COMMUNITY & ENVIRONMENT

Tekmar Energy is committed to supporting the communities within which we operate. We believe in the practice of social responsibility and encourage similar behaviour in our employees and suppliers. We support the conservation of the physical environment and the prevention of pollution at our facilities. Our environmental commitments include:

- Protection of the environment
- Conformity to ISO 14001:2015 and compliance obligations
- Proactively managing our waste streams, recycling, and upcycling where possible and when not possible, responsible disposal
- Continual improvement
- Prevention of pollution and sustainable use of resources
- Climate change mitigation and adaptation

OUR WELL BEING

Tekmar Energy proactively comply with the requirements of ISO 45001:2018, all applicable health and safety, legal and regulatory requirements to which we subscribe to:

- Prevent accidents and work-related ill health by managing health and safety risks in the workplace
- Provide clear instructions and information, and adequate training, to ensure employee competence
- Engage and consult with employees on health and safety issues
- Implement emergency procedures in case of fire or other significant incident
- Maintain safe and healthy working conditions, provide, and maintain plant, equipment, and machinery, and ensure safe storage/use of substances

OUR QUALITY

Tekmar Energy is committed to a right first-time approach and providing our customers with products and services designed, produced, and maintained to meet or exceed their expectations by:

- Proactively managing all ISO 9001:2015 requirements, along with customer, statutory and regulatory requirements
- Continually improving our processes via our three QHSE MS
- Extending our QHSE MS practices throughout our Supply Chain
- Promoting a quality culture where employees are empowered to challenge the norm and stand up for what is right, in pursuit of raising our standards

Authorised and endorsed by:



Marc Bell
Managing Director

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