

## Hydrex Policy on Quality, Health and Safety

Hydrex Management is fully aware of its responsibility regarding the assurance of quality, health and safety throughout the company. Hydrex strives to meet the wishes and requirements of its customers, shareholders, employees and suppliers effectively and economically, as well as complying with all of its statutory obligations.

### Quality objectives and approach

- Maintaining the highest quality of underwater maintenance and repair technology and services for close to 50 years has established Hydrex as the long-term leader in the industry.
- This leadership is a result of insisting on the highest standards of personnel and training, equipment, and procedures, innovative R&D, and development of new, advanced procedures. We strive to achieve and maintain these standards every day.
- Hydrex has implemented the ISO 9001:2015 quality standard. Through regular audits and following recommendations based on the audits, Hydrex works constantly to improve the quality management system and quality standards.
- Hydrex is committed to meticulous adherence to all regulations and best practice guidelines for the industry: proper training and certification; and regular maintenance, updates and inspections of facilities and equipment.
- Two-way communication between employees and management on the subject of quality and any issues that arise is key to keeping these quality objectives uppermost in everyone's mind.

### Health and safety objectives and approach

- Hydrex has implemented the ISO 45001:2018 health and safety standard. Health and safety are the number one priorities in all work at Hydrex facilities and while out on jobs. Management of Hydrex is committed to providing these working conditions for all employees.
- Hydrex provides all needed facilities, equipment, instructions, information, training, and guidelines so that conditions at the Hydrex premises and at all jobs are safe and healthy. All necessary safety and health training is carried out so that all employees understand their responsibility for their own health and safety as well as for that of every other member of the team or group.



- Hydrex is committed to scrupulously following all legal requirements and regulations with regard to health and safety. This includes using only the correct equipment and keeping it fully functional and operational at all times. It includes ensuring that all needed training and certification is provided and adhered to by all personnel. Equipment and the state of certification and training is inspected regularly. We stay abreast of all regulations and make sure they are diligently followed.
- Health and safety hazards can be avoided by ensuring that all personnel are properly trained for their jobs, that all equipment is of the highest quality and maintained in excellent condition, that the correct personal protection equipment is used on every job, and by creating a team spirit that includes team members looking out for each other.
- All Hydrex personnel must make known any issues regarding health and safety that come up.

Through regular inspections and audits and by maintaining open lines of communication between all employees and management, including top management, management and all employees are coordinated with regard to quality, health, and safety in the company, and any difficulties or issues that arise are rapidly resolved. This is particularly important as many of the jobs carried out by Hydrex are remote from company headquarters and management. Team leaders of these remote operations are debriefed on return and any quality, health, and safety issues that have arisen are made known to management so that they can be addressed immediately.

Hydrex as a company, from the Founder and CEO to the newest learning diver or office personnel are committed to working together as individuals and as a team to maintaining the highest levels of quality, safety and health as laid out in these policies.



Boud Van Rompay  
Executive Director  
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