

PETROFAC E&C HSEQ INTEGRATED MANAGEMENT SYSTEM (IMS) POLICY

Vision

Petrofac's Engineering and Construction (E&C Business Unit) will be recognized as a leader in delivering high quality products and services while responsibly managing environmental, occupational health and safety risks. We commit to exceeding customer expectations, maximizing energy efficiency, minimizing environmental impact, and ensuring the safety and well-being of our workers and stakeholders.

Commitment

The Chief Operating Officer (COO) of the E&C Business Unit is ultimately responsible for ensuring the effective implementation of this IMS Policy. We are committed to:

- Managing occupational health and safety risks to prevent work-related injuries and ill health, fostering a culture of safety leadership and personal responsibility.
- Understanding and fulfilling the requirements of our customers and interested parties to enhance satisfaction and meet all applicable statutory and regulatory requirements.
- Conducting our business in an environmentally responsible manner, aiming to eliminate incidents, prevent pollution, and reduce greenhouse gas emissions.
- Promoting a strong culture of quality, environmental stewardship, and health & safety leadership throughout the organization.
- Applying risk-based thinking and the process approach to identify, manage, and mitigate risks and opportunities across quality, environment, and health & safety domains.
- Ensuring transparency through regular reporting, knowledge sharing, and open communication with all stakeholders.
- Continually improving our IMS performance by learning from experience and adopting the best practices.
- Empowering all employees to identify risks and opportunities and to speak up regarding any concerns related to quality, environment, or health and safety.

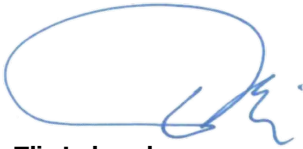
Objectives

To fulfill this commitment, the E&C Business Unit will:

- Establish measurable objectives and targets for quality, environmental occupational health and safety aligned with international standards (ISO 9001, ISO 14001, ISO 45001).
- Promote continual improvement through regular audits, performance monitoring, and management reviews.
- Maximize operational efficiency and cost-effectiveness while maintaining integrity and compliance.
- Provide appropriate resources, training, and competent personnel to implement and maintain the IMS effectively.
- Ensure emergency preparedness and response plans are in place and regularly tested.
- Require suppliers and contractors to comply with IMS requirements and actively monitor their performance.
- Engage proactively with clients, contractors, suppliers, and employees to uphold high standards and shared responsibility.
- Periodically review the suitability, effectiveness, and relevance of the IMS Policy, management systems, targets, and objectives

Responsibility and implementation

The Chief Operating Officer (COO) holds ultimate accountability for IMS performance and leadership within the E&C Business Unit. All levels of management are required to incorporate IMS requirements into daily operations, lead by example, and ensure their teams comply with applicable standards and regulations. Every employee and contractor must understand and manage risks related to their work, participate in risk reduction, and report any concerns or opportunities for improvement. The E&C Business Unit will maintain the integrated management systems (IMS) systematically and will, ensure regular training and communication on IMS responsibilities, and foster a culture of safety, quality, and environmental responsibility. The Suppliers and contractors are required to adhere to IMS requirements. The IMS Policy will be communicated, applied, and reviewed periodically to ensure ongoing effectiveness and suitability.



Elie Lahoud
Chief Operating Officer