

May 2020

ENVIRONMENTAL POLICY

Subsea Engineering Associates (**SEA**) is a Western Australian company specialising in the provision of global projects and engineering services.

SEA is committed to the protection of the environment, including prevention of pollution and the responsible use of natural resources. **SEA** Senior Management are committed to fulfilling their compliance obligations in accordance with Environmental Legislation, Standards and best practice, and to continually improving **SEA's** Environmental Management System (EMS) in accordance with ISO 14001:2015. This policy will be reviewed and approved by the Managing Director on an annual basis.

Environmental Management System (EMS)

SEA is committed to the continual improvement of the EMS in order to decrease and prevent environmental pollution and preserve natural resources. This is achieved by setting environmental objectives, establishing and maintaining work practices which minimise the risk to the environment, training, education, periodic reviews by senior management and continuous improvement. The EMS identifies, manages and eliminates hazards to reduce overall Environmental risk.

All employees of **SEA** are acting to prevent and eliminate environmental pollution through:

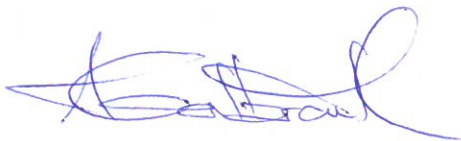
- Continual raising of environmental awareness
- Following environmental guidelines in order to decrease environmental pollution
- Decreasing any adverse impact on water, soil, air and biodiversity

SEA ensures this policy is visibly displayed and the EMS is understood by all company employees. In addition, **SEA** is committed to consultation and participation with individuals to ensure an environmentally friendly working environment.

It is mandatory for all employees to comply with the requirements of the EMS to minimise the environmental impact of the office and services provided.

Authorised by:

Signature:

A handwritten signature in blue ink, appearing to read 'Afton Galbraith', is written over a light blue background.

Name: Afton Galbraith
Title: Managing Director
Date: May 2020

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