

## Sustainability policy

Ashtead Technology is committed to trading responsibly and sustainably. Ashtead Technology's approach to sustainability is focussed on six priorities that are clearly aligned with the ten principles of the United Nations Global Compact; Employee health, safety & wellbeing, energy transition, ecological impact, business ethics, labour practices & human rights and supporting our communities. All of these are critical in us delivering sustainable and profitable growth while satisfying our ethical, legal and contractual obligations.

We recognise that access to affordable energy is a fundamental societal need and we play an important role in supporting the supply of that energy, from both renewable and non-renewable sources, with a commitment to reduce the impact of climate change.

The scope of this policy covers all of Ashtead Technology's operations.

### Employee Health, Safety and Wellbeing

Our employees are our key resource. We are committed to ensuring their long-term development, health and wellbeing through:

- Creating, maintaining and promoting a safe, secure and healthy work environment.
- Offering career development opportunities and continuous learning, supporting our teams to be diverse, engaged, motivated and competent.
- Holding regular employee team briefings and one-to-one discussions to encourage employee engagement, an open and honest working culture and promotion of overall health and wellbeing.
- Expecting sector-leading health, safety, environmental and quality performance (monitored through ISO9001, ISO14001 and ISO45001 standards auditing and certification) from our own team, our subcontractors and suppliers.

### Energy Transition

Ashtead Technology is playing a proactive role in supporting its customers in accelerating their transition towards the supply of lower-carbon energy sources through:

- Utilising our skilled people and their wealth of subsea experience to deliver the best solutions to support the construction, installation, maintenance and decommissioning of offshore renewable energy infrastructure.
- Prioritising investment towards people and equipment for the development of offshore renewable energy projects and decommissioning of late life subsea oil and gas infrastructure.
- Expanding our technical expertise, developing and promoting innovative remote offshore operations solutions that can significantly reduce the carbon footprint in the areas in which we operate.

### Ecological Impact

We are committed to minimising the impact of our operational activities on marine and land-based ecosystems through:

- Providing critical survey and monitoring data to support our customers in minimising marine disturbance caused by subsea activity.
- Providing solutions to support the safe and responsible decommissioning of subsea structures including the return of offshore energy sites to a natural seabed state.
- Our commitment to minimising waste from our facilities by following the reduce, recycle, reuse philosophy. This is reinforced through environmental awareness training to all employees and adherence to our *Environmental Policy*.

## **Business Ethics**

Our business is controlled through strong and sound governance, complying with applicable laws and applying the highest ethical standards in everything we do. We do this by:

- Encouraging openness and transparency, driving a culture of collaborative working with our customers, partners and suppliers with a focus on building long term, sustainable relationships.
- Ensuring continual reinforcement and regular training on our *Anti-Bribery & Corruption Policy*. As well as our people we expect our business partners, including suppliers and vendors, to act consistently with this policy.
- Carefully selecting our business partners to ensure they share our values and our commitment to safety, integrity and quality.

## **Labour Practices & Human Rights**

We provide working conditions aligned with international best practice with respect to labour practices and human rights through:

- Treating all our employees fairly and with dignity and respect. This includes a commitment to respecting human rights.
- Our commitment to providing a safe and healthy working environment that is open, honest and respectful with robust procedures and channels for people to raise any concerns.
- Embracing cultural and gender diversity across our business and actively protecting our people from discrimination, harassment, and bullying.
- Complying with national legal requirements regarding wages and working hours and applying international standards regarding minimum working age.

## **Supporting our Communities**

We are committed to being a good neighbour and making a positive contribution to the communities in which we work by:

- Investing in our local facilities, offering long term, sustainable employment and adhering to global standards in everything we do.
- Encouraging engagement with our local communities and supporting appropriate community projects and charities that align with our high ethical standards.

We are committed to measuring our sustainability impact through health, safety, environmental and quality performance data, employee engagement and financial performance metrics.

This policy will be reviewed on an annual basis and as and when necessary to reflect changes in relevant legislation.

A handwritten signature in black ink, appearing to read "Allan Pirie".

Allan Pirie  
**Chief Executive Officer**