



ENVIRONMENTAL POLICY

Australian Offshore Solutions (AOS) is committed to protecting the environment by preventing pollution, minimising environmental impacts, and promoting sustainable work practices across all operations. We achieve this through effective risk management, regulatory compliance, strong leadership, and continual improvement. Environmental protection is a shared responsibility, and everyone at AOS is expected to contribute to environmentally responsible operations.

Our Commitment

AOS will:

- Operate in accordance with the *International Safety Management (ISM) Code*, *ISO 14001 Environmental Management Systems*, and applicable environmental legislation, regulations, standards, and client requirements.
- Identify environmental aspects and assess risks, implementing effective controls to eliminate or minimise environmental impacts so far as is reasonably practicable.
- Plan and undertake work in an environmentally responsible manner using risk management processes, such as Job Safety Analysis (JSA), Permit to Work (PTW), inspections, and emergency preparedness.
- Consult and communicate with workers, contractors, clients, and relevant stakeholders on environmental matters.
- Provide appropriate information, instruction, training, supervision, and resources to support environmentally responsible work practices.
- Manage risks associated with pollution, emissions, waste, resource use, and environmental impacts by maintaining fit-for-purpose plant, equipment, and systems.
- Comply with MARPOL and applicable environmental and waste management requirements, ensuring waste is appropriately segregated, handled, stored, and disposed of, and that discharges are effectively controlled.
- Report, investigate, and learn from environmental hazards, incidents, near misses, and non-conformities.
- Continually improve our environmental performance and management systems.

Working With Others

Where AOS operates on vessels, offshore facilities, or client-controlled sites, we will comply with site-specific environmental requirements and work with clients and other duty holders to coordinate environmental controls and effectively manage environmental risks.

Responsibilities

All workers are expected to:

- Work in an environmentally responsible manner and follow applicable procedures, instructions, and controls.
- Take reasonable care to prevent environmental harm arising from their activities.
- Promptly report environmental hazards, incidents, spills, releases, and non-conformities.
- Exercise **Stop Work Authority** where they believe an activity poses an unacceptable risk to the environment, and seek assistance without fear of reprisal.

Leaders at all levels are responsible for implementing this policy, providing appropriate resources and support, promoting environmental stewardship, and fostering a culture where people are empowered to identify and manage environmental risks.

Breaches of this policy will be addressed appropriately and may result in corrective or disciplinary action, up to and including termination of employment or engagement, where appropriate.

A handwritten signature in blue ink, appearing to read 'Daniel Sweetman', is positioned above the name and title.

Daniel Sweetman
Managing Director
30 June 2026