

Health, Safety, Environment and Quality Policy

We have an unbreakable commitment to protect people, the environment and the assets, while driving efficiency and working towards a sustainable future in everything we do. We have high ambitions regarding managing and continuously improving Cadeler's Health, Safety, Environment and Quality performance.

Revision 04 - March 2026

Scope

This Policy applies to all offshore and onshore employees and other individuals contracted to work for Cadeler.

We also encourage all those we do business with to adhere to similar standards.

Our Commitment

Health & Safety – Cadeler's top priority is the safe execution of all activities. The ultimate goal is zero harm, and we believe that all incidents are preventable and that all people should return home from Cadeler worksites in the same condition. To achieve this, we continuously review and improve our health and safety management processes based on, but not limited to, the experiences and input from employees, contractors and clients, data as well as the technical and societal development.

Environment – Cadeler strives to minimise its environmental impact, not only looking at the current operations but also at the full asset lifecycle and across its supply chain. Cadeler continuously improves its environmental performance and aims to implement the best available technologies and environmental practises as they emerge for use in operations and projects.

Quality – Cadeler is strongly committed to quality and aims to deliver services that consistently meet or exceed our customers' expectations. Through continuous improvement and a culture of excellence, we aim to achieve and deliver the highest standards of quality and customer satisfaction. We are dedicated to embedding this mindset in all activities, processes and parts of our organization.

Our Approach

- Develop, follow and improve the HSEQ processes to deliver a safe and efficient service according to customer requirements and expectations
- Use a risk-based approach when conducting our activities
- Nurture a culture of continuous HSEQ improvement, where we learn from activities, successes, failures, incidents and observations
- Empower all people to challenge and **STOP** unsafe acts, conditions, and behaviours
- Prioritize working with contractors and suppliers that have similar HSEQ ambitions and goals to Cadeler.

Compliance and enforcement of policy

Cadeler aims to ensure compliance with relevant legislation and apply internationally recognised norms and standards relevant to our business activities.

Everyone working for and with Cadeler is personally responsible for HSEQ and is expected to actively participate in improving the HSEQ culture and our ways of working.

Governance

This Policy is approved by the Executive Leadership Team, and it is reviewed and updated periodically to ensure it remains in line with regulations, best practises and stakeholder and market expectations.

Contact

[HSEQ Team](#)