

ATLAS INEXCO

Anti-Bribery and Corruption Statement

To all employees employed within Atlas Inexco.

One of Atlas Inexco's core values is to uphold responsible and fair business practices. It is committed to promoting and maintaining the highest level of ethical standards in relation to all of its business activities. Its reputation for maintaining lawful business practices is of paramount importance and this policy is designed to preserve these values. Atlas Inexco therefore has a zero-tolerance policy towards anti-bribery and corruption and is committed to acting fairly and with integrity in all of its business dealings and relationships.

This policy sets out Atlas Inexco's position on any form of anti-bribery and corruption and provides guidelines aimed at:

- ensuring compliance with anti-bribery and corruption laws, rules and regulations, not just within The Netherlands but in any other country within which Atlas Inexco may carry out its business or in relation to which its business may be connected
- enabling employees and persons associated with Atlas Inexco to understand the risk associated with anti-bribery and corruption to encourage them to be vigilant and effectively recognize, prevent and report any wrongdoing, whether by themselves or others.

Atlas Inexco's employees are required to:

- comply with any anti-bribery and corruption legislation that applies in any jurisdiction in any part of the world in which they conduct business
- act honestly, responsibly and with integrity
- safeguard and uphold the company's core values by operating in an ethical, professional and lawful manner at all times.

Any employee, whose conduct violates the provisions of Atlas Inexco's Anti-Bribery and Corruption Policy, will be disciplined in accordance with the company's disciplinary procedure and the Dutch Civil Code.

Tom van der Kaay
Director

Read and Understood by Employee

Date created : 01st January 2015
Date revised : 29th December 2025
Valid until : 31st December 2026
Policy : Atlas Inexco 2017.005
Version : 012

ATLAS INEXCO

Drug and Alcohol Statement

To all employees employed within Atlas Inexco.

The illegal use of drugs and the abuse of alcohol are problems that invade the workplace, endangering the health and safety of the abusers and those who work around them. This company is committed to creating and maintaining, a workplace free of substance abuse, without jeopardizing valued employees' job security.

To address this problem, our company has developed a policy regarding the illegal use of drugs and the abuse of alcohol, which we believe best serves the interests of all employees. Our policy formally and clearly states that the illegal use of drugs or abuse of alcohol or prescription drugs will not be tolerated.

As a means of maintaining our policy, a zero-tolerance approach will be implemented. This policy was designed with two basic objectives in mind: (1) employees deserve a work environment, which is free from the effects of illegal drug use, or alcohol abuse and the problems associated with such, and (2) this company has a responsibility to maintain a healthy and safe workplace.

In order to provide a safe and healthy workplace, Atlas Inexco will provide any assistance, where an employee feels he or she has a problem personally, or with regards to a fellow colleague, relating to drug or alcohol. Employees are encouraged to reduce the risk of health and safety issues, by timely administering the problem. Advice and information will be given, where help can be found to address the problem and this will be treated with the utmost confidentiality.

Any employee whose conduct violates this company's policy will be disciplined up to and include termination. Reference is made to your contact with employment.

Atlas Inexco believes it is important that we all work together to make this company a drug-free workplace and a safe, rewarding place to work.

Tom van der Kaay
Director

Read and Understood by Employee

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ATLAS INEXCO

Health, Safety and Environmental Statement

Health, Safety and Environment are regarded as important aspects of our business operation and are addressed as a priority in a diligent and systematic manner within the company.

The Management of Atlas Inexco is committed to:

- Ensuring that Health, safety and the Environment are an integral part of all work performed by the company.
- Setting up and monitoring HSE performance objectives and targets.
- Raising staff awareness of their responsibilities, with regard to HSE and the protection of property, through instruction and training.
- The Management of Atlas Inexco holds in high regard the safety, health and welfare of all its employees. Our belief is that "Productivity is not so urgent that we cannot take time to do our work safely". In recognition of this we will constantly work toward:
 - The maintenance of safe and healthy working conditions.
 - Consistent adherence to the proper operation practices and procedures designed to prevent injury and illness.
 - Conscientious observance of all Federal, State or Local Government and company safety rules.

It is wrong to believe that accidents are unavoidable and will always happen. If everyone does his part, including acting and talking safety at all times and maintaining a healthy attitude towards prevention then accidents are avoidable.

We believe that our employees are our most important asset and that their safety at the work place is our greatest responsibility.

Additionally, Management and all employees must be ever alert; to avoid the possible occurrence of accidents to the property and equipment of Atlas Inexco and to any non-company owned property or equipment. This also includes preventing the possibility of accidental injury to members of the general public, contractors and / or clients whether our property or theirs.

Reducing accidents will permit us to become more competitive in our industry thus helping safeguard our future.

Tom van der Kaay
Director

Read and Understood by Employee

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ATLAS INEXCO

Quality Statement

The Directors and the Quality Manager are authorised to approve quality announcements and other quality documents.

Either of the above may delegate responsibility for the supervision, preparation and checking quality related documents, and work instructions.

Senior management will ensure that quality objectives are set, and the performance regularly reviewed. This is a commitment to continually improve the effectiveness of the Quality Management System.

It is the policy of the company to provide its clients with highly skilled and experienced specialists, for project management support services i.e. the provision of manpower (temporary and permanent placement) in the following sectors, but not limited to, Engineering, Planning, Procurement, Construction, Quality Surveillance/ Inspection, Installation, Commissioning, Operation and Maintenance, generally for the on and offshore oil and gas industry.

Services will be provided in a cost effective and timely basis according to individual client requirements and will be conducted in accordance with the company's quality procedures.

The company recognises the vital importance of our clients' operations, which are generally undertaken in a demanding environment. Our objective is, therefore, to be flexible and accommodating to our clients' needs by continually assessing and improving our services.

Tom van der Kaay
Director

Read and Understood by Employee

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ATLAS INEXCO

Sexual, Racial and Religious Discrimination Statement

To all employees employed within Atlas Inexco.

This company is committed to creating and maintaining a workplace free of sexual, racial or religious discrimination abuse, without jeopardizing valued employees' job security.

To address this problem, Atlas Inexco has developed a policy regarding discrimination in all its forms, which we believe best serves the interests of all employees. Our policy formally and clearly states that sexual, racial and religious discrimination abuse will not be tolerated. As a means of maintaining our policy, a zero-tolerance approach will be implemented.

This policy was designed with two basic objectives in mind: (1) employees deserve a work environment, which is free from the effects of discrimination in all its forms and the problems associated with such, and (2) this company has a responsibility to maintain a workplace which respects all employees and prohibits discrimination in employment because of race, color, religion, sex, national origin, handicap, age, or sexual orientation and to promote the full realization of equal employment opportunity.

In order to provide a workplace free of discrimination, Atlas Inexco will provide any assistance, where an employee feels he or she has a problem personally, or with regards to a fellow colleague, relating to discrimination issues. Employees are encouraged to reduce the risk of unpleasant situations, by timely administering the problem.

Advice and information will be given, where help can be found to address the problem and this will be treated with the utmost confidentiality.

Any employee whose conduct violates Atlas Inexco's discrimination policy, will be disciplined up to and including termination. Reference is made to your contract of employment.

Atlas Inexco believes it is important, that we all work together to make this company a pleasant and discrimination free workplace and a safe, rewarding place to work.

Tom van der Kaay
Director

Read and Understood by Employee

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