

## HEALTH, SAFETY, SECURITY, AND ENVIRONMENTAL (HSSE) POLICY

At Aero Q-Solutions AS, we are fully committed to ensuring the health, safety, security, and environmental protection (HSSE) of our employees, clients, partners, assets, and the communities in which we operate. Our HSSE approach is not just a management system—it is a core part of our company culture, embedded in everything we do.

Our HSSE Policy reflects our core values:

### DO THINGS RIGHT

- We operate in full compliance with all applicable laws, standards, and customer requirements to guarantee safety, security, and environmental responsibility across all activities.
- We actively cultivate a strong safety culture through targeted training and responsible behavior.
- We are committed to minimizing our environmental footprint through responsible resource management, energy conservation, waste reduction, and mitigation of operational environmental impacts.

### SOLVE COMPLEX PROBLEMS

- We protect people, data, and infrastructure by eliminating hazards and risks using engineering controls and process improvements.

### GROW TOGETHER

- We involve all personnel in the ongoing development and improvement of our HSSE practices and systems.
- We engage openly with communities and stakeholders to align with environmental and safety expectations.

### OUTPERFORM EXPECTATIONS

- We promote industry best practices and aim to lead by example in all sectors we serve.
- We continuously improve performance by setting and monitoring realistic HSSE goals.
- We maintain transparency through open reporting on safety and environmental performance.

### OWN THE CHALLENGE

- We empower every team member to stop work if any unsafe condition is observed.
- Our leadership is accountable for upholding the highest standards of HSSE performance and for ensuring that policies are communicated, understood, and followed throughout the company.

At Aero Q-Solutions AS, from management to frontline technicians, we believe that the safety of our people and the protection of the environment are non-negotiable. These principles guide our

actions and our commitment to clients, employees, and society.

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Michal Soltys, CEO

Date: \_\_\_\_\_

## QUALITY POLICY

At Aero Q-Solutions AS, we are committed to predictably and consistently delivering products and services that meet or outperform our customers' expectations. Our Quality Management System ensures conformity to requirements by integrating quality processes into all aspects of our organization.

Specifically, we:

- Deliver quality assurance processes designed to monitor, inspect, assess, and improve practices.
- Drive innovative solutions that outperform expectations and lower the cost of quality.
- Develop competency in, and rigorously execute, continuous improvement throughout every aspect of our business.
- Comply with relevant laws and regulations as well as customer and internal requirements.
- Demonstrate and live our values... executing safely and flawlessly in everything we do.

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Michal Soltys, CEO

Date: \_\_\_\_\_