



**SABIK OFFSHORE**

MARK IT · LIGHT IT · KEEP IT SAFE



# COMPANY OVERVIEW & QHSE POLICY



A WARM  
WELCOME

# WELCOME

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In today's dynamic environment, placing the customer at the heart of our operations is not just a goal—it is our guiding principle.

We strive to understand the unique needs of every client and exceed their expectations through an eye for detail, precision, and a continuous focus on improvement. Our approach is simple: we believe that building lasting partnerships with all our stakeholders is the key to mutual success.

With a long-term vision in mind, we are committed to building a company that will stand the test of time. This means fostering a culture where quality is embedded in every process, where health and safety are paramount, and where our responsibility to the environment is never compromised.

Our QHSE policies are not just guidelines; they are integral to our values, ensuring that we operate with integrity, transparency, and accountability in every action we take.

We invite you to explore this booklet and gain a deeper understanding of how we safeguard the interests of our customers, partners, employees, and the community at large.

Together, let us continue to build a strong, resilient future.

Sincerely,

Morten Christensen & Arne Karschunke

Managing Directors

# OUR VALUES



## SIMPLICITY

Simplicity is the sign of the master: one can only reduce the complex into something simple if one truly understands it. In everything we do, we ask ourselves: is this as simple as it can be? From our design philosophy to production processes, and in our day-to-day operations with our customers and with our employees – we love simplicity for its beauty and efficiency. Our craftsmanship and profound ability to simplify complex matters keeps us ahead of the competition.

## INTEGRITY

We are here for the long-term. Only through being open, transparent, and respectful to ourselves, our customers and our suppliers can we achieve continued sustainability and success. Honesty, integrity, trust and mutual respect are cornerstones of our company philosophy.

## EXPERTISE

Sabik Offshore is the only company in the world that has a primary focus on marking solutions for offshore wind. There is no other company with as much knowhow and experience of what we do.

We have a thirst for knowledge and understanding, which we gain through close cooperation with our partners and focused, hands-on, practical experience. We are highly valued for this knowledge: by users, customers, and administrations. When we decide to do something, we commit 100%, becoming the expert and knowledge center. We identify and explore gaps, and then become masters of that gap. At all stages, we ask ourselves whether we are genuinely providing added value to our customers.

## SAFETY

The environments in which our products are used are some of the toughest in the world. Mariners, pilots and offshore personnel rely on our products for their safety. Everything we do revolves around the safety of these groups, and we bear this in mind at all stages. Our products help create these safe environments. Failure is not an option.

## SUSTAINABILITY

Sabik Offshore's roots lie in the marine industry, and the passion for and love of the (marine) environment is embedded in our DNA. As such, sustainability and a deep-felt responsibility towards the environment are an essential part of who we are as a company. Everything we do is geared towards building a long-lasting, responsible organization. We understand that if we are not part of the solution, we are part of the problem.

We are proud to make an important contribution to building a sustainable world, and we fully support and contribute to the development of sustainable energy that is driving the green revolution. Where possible, our company philosophy supports ensuring future generations inherit a greener future. We aim to minimise our impact on the environment, and our commitment focuses increasingly on sustainability in our processes and production, including sourcing green energy, reducing our carbon footprint and minimising the environmental impact.

## INVENTIVENESS

We are fascinated by technology and engineering and love to use our expertise and inventiveness to add value through simple, elegant solutions. We use our curiosity and our understanding of client needs to explore and experiment, and to add value at all stages. Combining our understanding of technology and customer needs allows us to suggest solutions that customers may not be aware of themselves yet. Our experience and commitment to producing the best and simplest solution possible keeps us ahead of the competition.

# WHO WE SERVE

The offshore business is complex, with a range of players, each with different needs and interests. This in turn means that we too have commitments and responsibilities in a wide range of areas, and on different levels. Despite this heterogeneity, we have the underlying belief that – if you work hard, treat your stakeholders well and do the right thing, the reward will come of itself. In all our relationships, we treat our opposites ethically, with honesty and integrity, and aim to establish bonds of trust that will last.

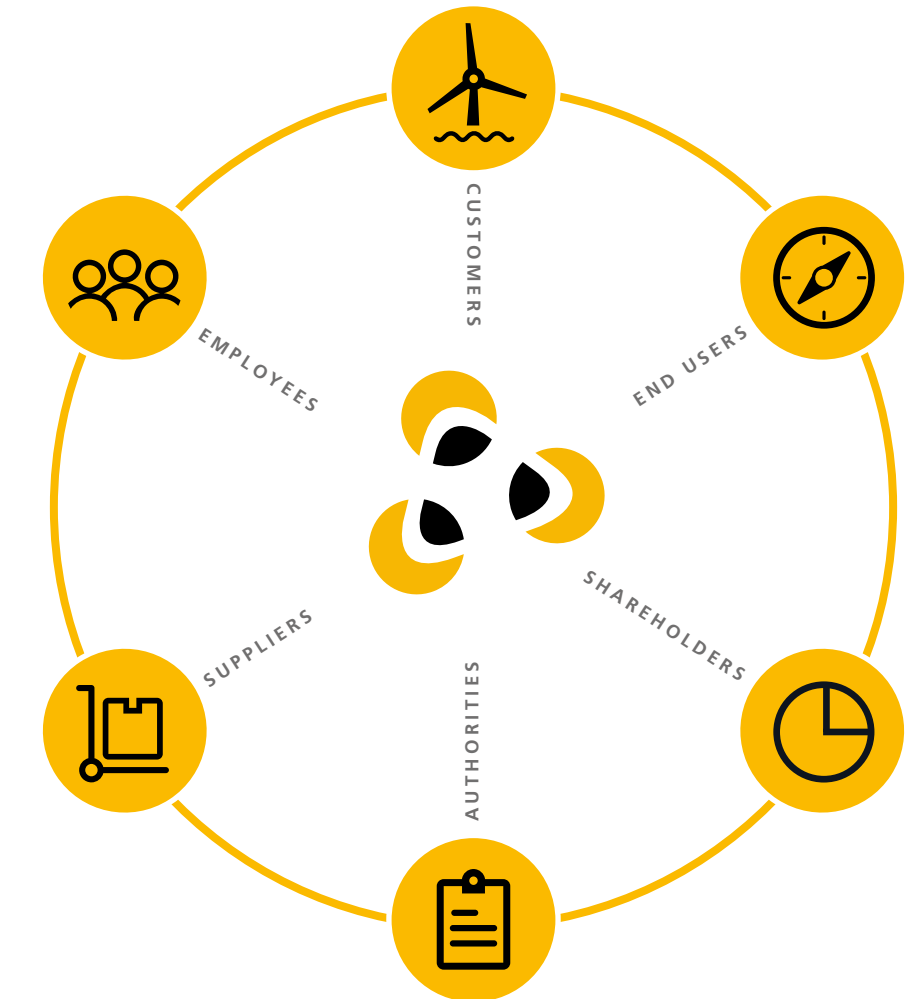
## END USERS

Our first and foremost priority is to those who depend on us with their lives: mariners, pilots and offshore personnel. They rely on our products in some of the harshest conditions on the planet. Failure is not an option as this can literally lead to life-threatening situations. We take this into account in all our product development: simplicity and ease-of-use make our users' work easier and therefore safer.

## CUSTOMERS

Our aim is to always build long-term relationships with our customers based on clarity, transparency and honesty such that both parties benefit. By investing time and effort into the relationship, and by demonstrating our ability to tackle tough challenges well, we earn our customers' trust. This trust opens new doors, which provides insight into their specific needs and challenges. This insight triggers the development cycle and new development opportunities, the results of which benefit our customers.

Each of our customers has different needs. **Developers** commit themselves to owning and running their wind parks for 25+ years,



and so expect efficiency and longevity. **Turbine manufacturers** demand economies of scale and products that are easy to install. **Steelyards** too expect products that can be included easily in their production process.

For all these customers, we are a trusted, honest and reliable partner on whom they can count for the reliable delivery of their products for many years to come.



## EMPLOYEES

Our aim is to be a top-quality company with top-quality people. This applies to management and to every person we employ.

We are committed to providing a secure, stimulating and enjoyable working environment for our employees. We go the extra mile to ensure our people can establish harmony between their working lives and their home front.

We believe there is a 'right' way to operate, and we do things correctly and ethically or not at all. Through integrity, a down-to-earth attitude and transparency, we foster relationships based on mutual respect and trust – regardless of one's level within the organisation. This allows us to build a sustainable company that offers peace of mind to employees for the long term.



## SHAREHOLDERS

While inventive in our product development, we do not take unnecessary financial risks, and thus deliver a stable and reliable return on investment to our shareholders. We provide this profit through solid and ethical business practice, and unparalleled service to our customers. We believe the reward comes of itself when things are done right.



## AUTHORITIES

We have achieved our position as global leader in marking windfarms through our expertise, knowledge and integrity. We serve the relevant authorities around the world by sharing this knowledge through best practices. We greatly appreciate these relationships and strive to retain this trust by educating and bringing authorities up to date as to the latest developments in our industry.



## SUPPLIERS

We work closely with our suppliers to ensure we have a reliable supply chain so that we can serve our customers as promised. Like with our customers, we benefit strongly from long-term relationships with our suppliers, based on trust, transparency, and commitment.



# TAKING RESPONSIBILITY

As global leaders in marking offshore wind farms, we have achieved our company's first mission, and now bear a significant responsibility to our users and our customers – but especially to the users. Pilots, mariners, and service technicians literally depend on our products for their lives. Our products must provide a safe working environment, at all stages, no matter what. There is no excuse. No failure is permitted. Ever!

While our greatest responsibility relates to the safety our products provide, our customers also depend greatly on us to deliver on our promises and to not cause a delay or other issues in terms of their projects. These projects are complex, and delays are costly in all cases – our customers cannot and will not wait for us. In addition, violating the trust we have built up over the years as a reliable partner would invite an active search for an alternative supplier, and a downward spiral in terms of reputation that would be very hard to counter.

Finally, we are effectively co-responsible for the global image of the offshore wind industry. If aircraft crash, vessels collide or people get hurt, the industry and therefore a green future will suffer.

We take this responsibility very seriously and our new mission will take Sabik Offshore to the next level...



## SUSTAINABILITY PHILOSOPHY

There is no denying that climate change is real and affecting us. We see the effects every day: higher temperatures, droughts, wildfires, extreme weather patterns, melting glaciers, and more. Although many of these occurrences can be attributed to a natural cycle, science shows that we humans have accelerated such changes through our behavior.

At Sabik Offshore, we firmly believe that humans need to take charge. We must try to help reverse the damage we have done. Renewable energy is playing a vitally important role in changing the tide and building a greener future. It is our mission to support this green future and we are proud that we have found our place in the offshore wind industry.

Moreover, supporting a sustainable future doesn't simply mean working within the industry of green energy. That would be too easy, not to mention hypocritical. We also must walk the walk.

That means considering the environment in our daily lives and at work, including (but not limited to) the following:

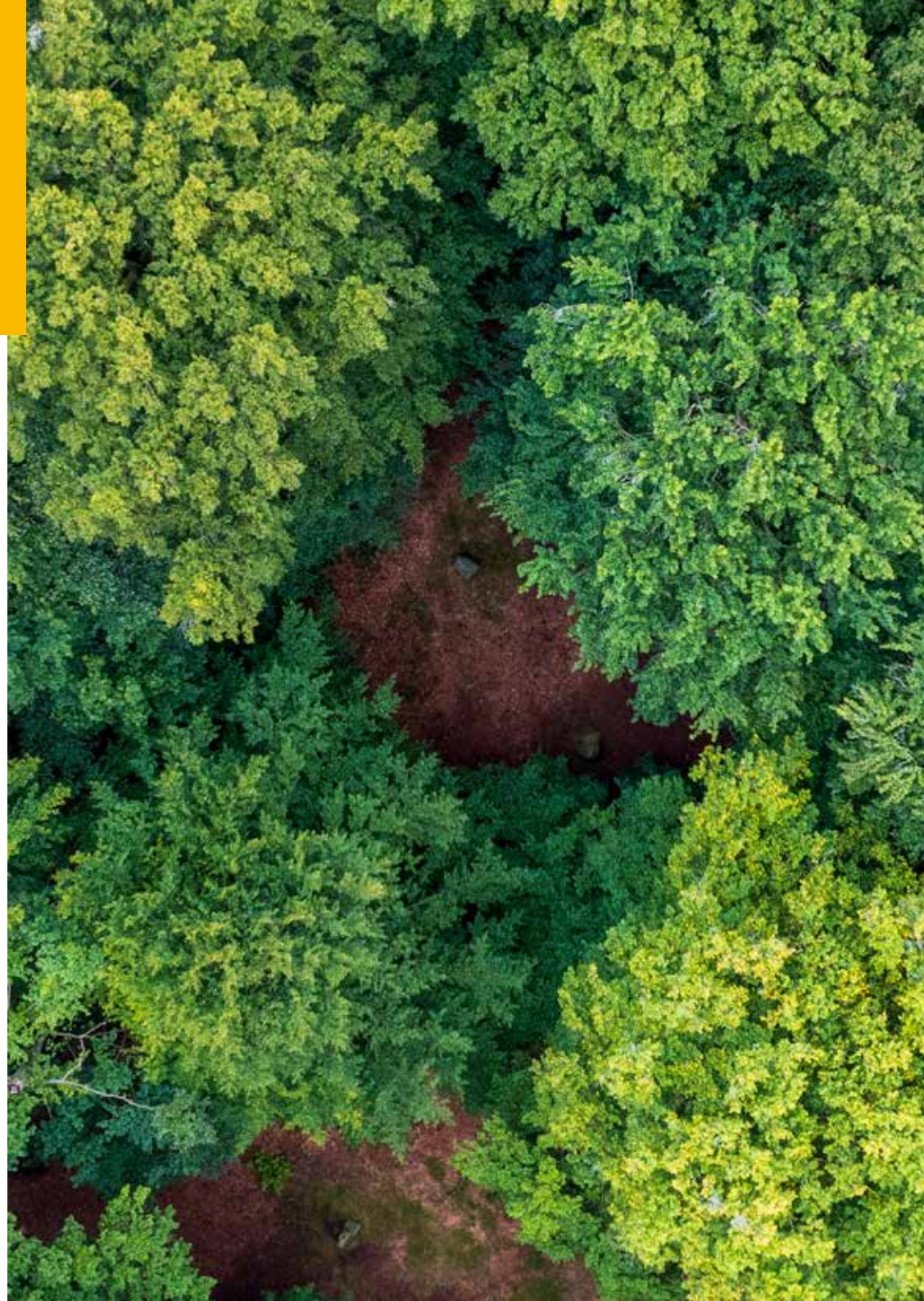
- ✓ We will source renewable energy for our facilities when possible as well as limit our energy consumption as is possible
- ✓ We regularly re-examine our supply chain, aiming to reduce its environmental impact and to source locally wherever possible

- ✓ We strive to reduce waste in all areas of our business and we have an active recycling program
- ✓ We will investigate the use of recycled materials in our business as these become available
- ✓ We will continue to set ourselves challenging but realistic sustainability targets when we are developing and upgrading our products

We hold ourselves accountable to these statements by applying for and achieving the ISO 14001 certification for Environmental Management.

Sustainability is also about longevity, reducing our footprint and building a greener future.

Sabik Offshore takes its responsibility seriously to build an enduring company that will withstand the test of time. The company strives to set an example for responsibility while faithfully serving its colleagues and customers. Our intention is to stay relevant, build rugged products, and provide sound solutions for now and for years to come.



## QUALITY, HEALTH & SAFETY PHILOSOPHY

Sabik Offshore holds itself to the highest quality standards. We believe that through our high standards we can achieve long-term success.

A both outward and inward sign that we are serious about the well-being of our employees, the longevity of our company, and the quality of our products, is that we undertake the following certifications:

**ISO 9001** in quality management  
**ISO 14001** in environmental management  
**ISO 45001** in occupational health & safety

### Quality

Quality is at the very forefront of all that we do – our products, our processes, our customer service, our communications, our recruitment and our job satisfaction.

To that end:

- ✓ We have implemented a Quality Management System with a designated Manager
- ✓ We are dedicated to tracking our quality, finding root causes and fixing any problems
- ✓ We engage external auditors and test labs to ensure we follow the strictest standards
- ✓ We invest in test equipment to ensure quality every step of the way

We also engage with academic institutes such as universities and research facilities to increase our knowledge of potential situations encountered in the offshore

environment where our products are in use. We share the findings of such studies with our colleagues and our customers.

We always want to achieve the highest quality standards, and so have adopted industry standard processes, specifically APQP4Wind, to align our work environment with the best practice in the industry.

“APQP4Wind is now the common frame of reference to be used in the industry to strengthen the cooperation between Manufacturers and Suppliers and to ensure that parties on all levels communicate at eye level when it comes to quality assurance processes.” (apqp4wind.org)

We are also members of a number of other professional organizations around the globe which can assist us in implementing our standards wherever in the world our projects take us (see p.39).

### Occupational Health & Safety

We are motivated to find the best people to do the best work. In order to do so, we need to ensure they have a safe working environment and are happy in their jobs.

We strive to do this every day. We provide regular training and certification programs in line with industry standards for working in an offshore environment.

We are deeply committed to the personal safety of our employees. Our ISO certifications are an outward symbol of our dedication to providing the best possible work environment to everyone at Sabik

Offshore, wherever their role requires them to be.

We are always open to external scrutiny to ensure that we have the proper processes and procedures in place to ensure quality and safety. To achieve these ends:

- ✓ We promote a positive health and safety culture within our organization
- ✓ We consult and communicate openly with employees on health and safety matters, both directly and through our HSE Officer
- ✓ We provide employees with the appropriate training, information, instruction and supervision so that everyone understands their roles
- ✓ We meet our responsibilities as an employer to do all that is reasonably practicable to prevent injuries, accidents or damage to health
- ✓ We will periodically review our Health & Safety system and processes to ensure it remains effective and appropriate for our operations as well as meeting all legal requirements





# Mark it, Light it, Keep it safe!

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Achieving Scale through  
Simple Installation,  
Easy Commissioning  
& High Quality

Your Experts in Marking  
Offshore Windfarms!

