



POLICY STATEMENT
DUC MARINE GROUP B.V.

TITLE:	POLICY STATEMENT
DOCUMENT ID:	DMG-GR-001
REVISION:	1.1
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GENERAL DOCUMENT DATA		
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Table 1 | General Document Data

SUPPORTING DOCUMENTS		
Reference	Document Number	Document Name
1		DMG Safety Management System

Table 2 | Supporting Documents



THE DUC MARINE GROUP POLICY STATEMENT

The management of DUC Marine Group strives to balance trustworthiness for clients, employee safety, and environmental responsibility with profit. The company's SHE-Q policy promotes a culture that prioritizes safe, effective, and efficient project execution for the success of the company.

As a contribution to this success DUC Diving, as part of DUC Marine Group, meets the requirements of ISO 9001, ISO 45001, ISO 14001, SSC**, SCL level 2 and CO2 performance ladder level 3. DUC International as part of DUC Marine Group, meets the requirements of ISO 9001, ISO 45001 and ISO 14001. All our practices follow all relevant regulations. Relevant local regulations will be dealt with on a project-by-project basis.

DUC Marine Group requires its employees to be competent and able to perform their tasks successfully. The company has a moral and legal obligation to ensure the health and safety of all its employees and to prevent harm to the environment to the best of its abilities. DUC Marine Group empowers, supports, and expects all personnel, including contractors, to exercise Stop Work Authority for any task or condition they believe to be unsafe for people or the environment. No employee will face retaliation for stopping work in good faith to raise a safety concern.

Keeping that in mind, we strive to:

- maintain an optimum result, in order to ensure the continuity of our operations;
- develop operations and business in both existing and new markets, expanding our customer base without compromising SHE-Q; providing our clients with a high-quality service level, solutions and products to achieve their objectives;
- safe and healthy working conditions and safe systems of work;
- an adequate identification and control of the risks associated with work activities;
- assess the training and development needs of employees at all levels and meet those needs in order to maintain the stimulation of safety and efficiency;
- ensure that the SHE-Q Policy is communicated and understood at all levels;
- provide the right tools and equipment to the work;
- safe methods of handling and storing of equipment, materials and substances;
- continuous improvement of the SHE-Q Policy through a yearly management review and revision and update or as legislative amendments necessitate.

Our company also has a policy:

- to attempt to, temporary or permanently, find alternative work for employees who have suffered from an accident;
- when allocating functions, tasks and work, to consider not only the competencies of our employees but also the age and the physical condition;
- to prevent and reduce as much as reasonably possible air, water and soil pollution, noise or other effects on the environment as well as the abuse of resources;
- to minimize as much as reasonably possible the effects of company operations on the environment, particularly to prevent and limit emissions and waste streams, and to optimize efficiency of raw materials and energy;
- to adequately inform employees and stakeholders, about the degree of environmental impact and the achieved improvements;
- to invite employees to participate in the success of the company and improvement of work methods.

The CEO is responsible that the policy is well understood, implemented and complied with by all staff.

Cornelis Kapitein
CEO DUC Marine Group B.V.



Place and Date: Urk 28-10-2025