

Open Sea has an operating philosophy based on openness in communication, honesty in serving our customers, integrity and concern for our employees, and responsibility to the communities in which we operate or that we can influence.

Our vision is to exceed customer expectations in quality, safety, sustainability, cost, delivery and value. Additionally, we are dedicated to creating a profitable business culture that is based on the following principles:

Our people

Open Sea is committed to equal opportunity in employment and rewards, wholeheartedly valuing the cultural diversity of the communities we call home. The welfare and interests of our employees are paramount in all aspects of our business and the way we conduct affairs. **Open Sea** is committed to:

1. creating and nurturing an environment of success based on honesty and integrity
2. empowerment through training and communication
3. individual development and equal opportunities
4. preventing accidents and incidents
5. Designing and providing a safe working environment.

Our customers

Customers' needs are paramount and a top priority in our business. It is our duty to proactively seek and define customer needs, while responding quickly to all inquiries without creating false expectations.

Our community and environment

Open Sea is committed to supporting the communities in which it operates. We believe in practicing social responsibility and encourage similar behavior from our employees and suppliers. We support the protection of the physical environment and the prevention of pollution at our facilities, and as such, our environmental commitments include:

1. environmental protection
2. compliance with compliance obligations
3. continuous improvement
4. pollution prevention and sustainable use of resources
5. mitigation and adaptation to climate change
6. protection of biodiversity and ecosystems
7. Other specific commitment(s) relevant to our context.

Our standard of living and safety

Open Sea is committed to complying with all legal and other requirements and applying a hierarchy of controls with respect to health and safety risks. We actively comply with all applicable health and safety, legal and regulatory requirements to:

1. prevent work-related accidents and illnesses by managing health and safety risks in the workplace;
2. provide clear instructions and information, as well as adequate training to ensure employee competence;

3. Engage and consult with employees on daily health and safety conditions;
4. implement emergency procedures in case of fire or other significant incidents;
5. maintaining safe and healthy working conditions, providing and maintaining plant, equipment and machinery, and ensuring safe storage/use of substances.

Our quality

Open Sea strives to achieve competitive excellence and provide our customers with products and services designed, manufactured and maintained to meet or exceed their expectations by:

1. complying with all customer, statutory and regulatory requirements;
2. Enabling employees to achieve business and professional goals;
3. continuously improving our processes through our IMS;
4. Extending our IMS practices throughout our supply chain.

Starting with a clear definition of customer expectations, we strive to consistently meet or exceed them. We adhere to all applicable standards and customer specific requirements, and strive to provide processes that ensure we achieve this to build a solid and world-class company.