

INTEGRAL POLICY OF MARINSA DE MÉXICO

MARINSA de México is a Mexican company that provides integral offshore services with specialized vessels, ensuring operational excellence for our *national and international* clients in the Oil & Gas industry. We are committed to comply with standards for Maritime Safety (ISM Code), Quality (ISO 9001:2015), Environmental Protection (ISO 14001:2015), Anti-Bribery (ISO 37001:2016), and Occupational Health and Safety (ISO 45001:2018).

All employees, including top management, are committed to adhering to the guidelines of this policy:

- I. PREVENTIVE APPROACH to avoid and/or reduce non-compliant services, environmental pollution in the areas where we operate, unfavorable organizational environments, resource depletion, incidents, risks, hazards, occupational diseases, and injuries through the identification, analysis, control, and management of risk factors.
- II. BUSINESS CONTINUITY through the implementation and operation of control mechanisms and risk management to address any unpredictable or undesirable changes within the organization.
- III. STRICT COMPLIANCE WITH LEGAL REQUIREMENTS and other guidelines established by stakeholders that are applicable to the organization in all our processes.
- IV. CUSTOMER FOCUS by meeting their needs and ensuring their satisfaction.
- V. CONTINUOUS IMPROVEMENT of our processes, working with employees to effectively and efficiently adhere to the Integrated Management System through ongoing training and mechanisms for participation, consultation, and raising concerns in good faith without fear of retaliation (such as ethics lines, intranet, surveys, among others)."
- VI. CORPORATE SOCIAL RESPONSIBILITY for mutual benefit with our stakeholders, demonstrating respect for ethical values and care for resources *to build the common good and contribute to environmental protection.*
- VII. FAVORABLE ORGANIZATIONAL ENVIRONMENT to ensure safe and healthy working conditions, including the protection of the ecosystem where we operate.
- VIII. BRIBERY IS PROHIBITED; any employee who violates this guideline will be terminated from their duties and will be referred to the corresponding authorities. The current compliance officer is the Corporate Legal Department, which is authorized as an independent entity, to enforce these measures.

This document must be disseminated, understood, and applied by all employees, clients, business partners, contractors, suppliers, *and other stakeholders*, to systematically minimize losses and improve business profitability, serving as a framework for the establishment of objectives and regulatory compliance for which the company strives to allocate the necessary resources to achieve.



Lic. Luis Fernando Morán Ávila
CEO MARINSA

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