



## QUALITY

Our Goal is to consistently deliver stakeholder value by achieving the highest standards of quality assurance and control across all aspects of our business.

Our long term vision and success depends on our ability to deliver operational excellence fully aligned with our HSE policy and the Integrated Management System (IMS).

Neptune Energy shall implement and maintain an IMS incorporating ISO 9001 requirements, which shall support this quality policy and encourage a culture of continual process improvement throughout the business.

We will achieve this by:

- 1. Commitment and Compliance** — Visibly demonstrating enthusiasm for the business and commitment to our policies; complying with relevant regulatory requirements and processes in all of our business activities.
- 2. Strong Leadership** — Leading by example, and being accountable for the effectiveness of the business processes and resources.
- 3. Effective Resources** — Cohesively utilising personnel, contractors and suppliers with the necessary competence, in a shared spirit of teamwork.
- 4. Stakeholder Engagement** — Developing stakeholder relationships, understanding and meeting their expectations and creating value for all.
- 5. Control** — Measuring our performance and avoid any deviation from the expected outcome of processes.
- 6. Communication and Planning** — Sharing information with the right people, encouraging feedback and taking the necessary timely actions to achieve superior performance and continual improvement.

All personnel working on behalf of Neptune Energy shall comply with this policy in a proactive way.

Dr. Andreas Scheck, CEO

01.01.2024

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