

QUALITY POLICY

Offshore & Marine Services OÜ

Approved by: CEO (Ain Heinmäe)

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Offshore & Marine Services OÜ is an internationally operating company specialized in electrical works on ships and in the maritime industry. Our goal is to provide our clients with high-quality, safe, and timely solutions that meet both legal requirements and customer expectations.

Management is committed to the following quality management principles:

- **1. Customer focus**

Our activities are focused on customer satisfaction. We strive to understand and meet customer expectations by offering technically reliable and cost-effective solutions.

- **2. Compliance and occupational safety**

We comply with all applicable laws, regulations, and contractual obligations. All our work is carried out safely, taking into account occupational health and safety as well as environmental protection requirements.

- **3. Continuous improvement**

We regularly analyze the effectiveness of our management system and implement improvement measures. We encourage employee suggestions and involve the team in quality development at all levels.

- **4. Competence and responsibility**

We ensure that our employees are trained, competent, and aware of their responsibility in achieving quality. We recognize the role of each employee in the success of the quality management system.

- **5. Results-oriented management**

We set clear, measurable quality objectives and regularly monitor and evaluate their achievement. Our goal is to ensure sustainable growth, profitability, and satisfied customers.

This quality policy is reviewed at least once a year during the management review and made available to all employees and relevant stakeholders.