

UNI GRAÇA GLOESS LDA (UGG) delivers marine, offshore logistics, decommissioning support, energy supply and integrated project services in a safe, environmentally responsible and sustainable manner.

Operating within Timor-Leste and the wider offshore energy sector, UGG recognizes its responsibilities to clients, employees, subcontractors, regulators, partners and the communities in which we operate. Through our Integrated Business Management System (IBMS), aligned with the requirements of ISO 9001, ISO 14001 and ISO 45001, we are committed to:

Quality

- Satisfying applicable client, customer, contractual, statutory and regulatory requirements.
- Enhancing client and customer satisfaction through reliable, risk-based and controlled processes.
- Establishing measurable objectives aligned with our strategic direction.
- Continual improvement of the effectiveness of our IBMS.

Occupational Health & Safety

- Providing safe and healthy working conditions for the prevention of work-related injury and ill health.
- Eliminating hazards and reducing OH&S risks through application of the hierarchy of controls.
- Consultation and participation of workers and their representatives.
- Compliance with applicable OH&S legal and other requirements.
- Continual improvement of OH&S performance.

Environment

- Protection of the environment, including prevention of pollution.
- Sustainable use of resources and responsible waste management.
- Compliance with environmental laws, client requirements and other compliance obligations.
- Climate change mitigation and adaptation considerations in planning and operations.
- Protection of marine and coastal ecosystems.
- Continual improvement of environmental performance.

Our People, Contractors & Stakeholders

- Acting with integrity, transparency and ethical conduct.
- Promoting fair employment, cultural respect and workforce competence development.
- Engaging subcontractors and suppliers to align with our IBMS requirements.
- Supporting local content development and responsible community engagement.

This policy provides the framework for setting and reviewing objectives. It is communicated to all persons working under our control, available to relevant interested parties, and reviewed periodically to ensure its continued suitability, adequacy and effectiveness.



Caetano Efandy Gomes Pinto

Chief Executive Officer

UNI GRAÇA GLOESS LDA

Document No: UGG-100-IBMS-001-2026-REV0

Date: 01/02/2026

Commercial Registration No.: NIF: 2003796