

MAKE

**SUSTAINABLE DELIVERY**

POSSIBLE

We create sustainable value by delivering the offshore energy transition solutions the world needs



### Delivering offshore energy solutions in a sustainable and responsible way.

Society increasingly demands energy that is accessible and secure, to meet community and business needs around the world. At the same time, the world faces the challenge of responding to the impacts of climate change, including the need for produce energy with lower associated emissions.

With more than 15,000 people, operating in over 30 countries, Subsea7 is well positioned across the offshore energy landscape from oil and gas, fixed offshore wind and carbon capture, to emerging offshore energy sources such as floating wind and hydrogen.

We are preparing the business and our people for a resilient future playing a key role in supporting our stakeholders, and the world, in delivering offshore energy transition solutions safely, ethically and responsibly.

For more information about our Strategy, visit [www.subsea7.com](http://www.subsea7.com)



## Our sustainability pillars

**Our commitment to creating value for our business and the world around us has been integral to our Strategy and core Values since 2019.**

These values, along with our code of conduct, define who we are and how we conduct business. Building on these strong foundations, we have continued to drive our efforts towards sustainable development, consistent with our strategic objectives.

Our approach to sustainability extends beyond our work practices and behaviours to encompass the business impacts, risks, and opportunities associated with the transition to lower-carbon energy sources. Our approach is guided by a materiality assessment, where we prioritise the areas that are of significant importance to our stakeholders, as well as those that could have a material influence on our business and the world around us.

Subsea7 organises its material topics under a three-pillar framework. The topics were determined collectively with our stakeholders through a double materiality assessment, and contribute to creating shared value. This framework not only allows Subsea7 to positively impact on the global sustainability agenda but also strengthens its resilience against market fluctuations and regulatory changes, ensuring long-term business continuity.

### Solutions for the world's energy needs

- Climate strategy
- GHG emissions
- Collaboration and partnerships

### Safety and people

- Health and safety
- Diversity and inclusion
- Talent attraction, development, retention

### Acting responsibly

- Business ethics
- Labour practices and human rights
- Responsible supply chain
- IT cybersecurity and privacy
- Ecological impacts

## Solutions for the world's energy needs

### Climate strategy

Subsea7's Strategy considers the impacts, opportunities, and risks associated with climate change. We are committed to delivering offshore solutions that support the transition towards lower-carbon and renewable energy sources. By adapting and managing these factors, we aim to make possible the continued and sustainable delivery of offshore energy transition solutions the world needs.

### GHG emissions

At Subsea7, we seek to be more efficient in the way that we work and invest in solutions that lower our greenhouse gas (GHG) emissions across our operations and supply chain.

A significant proportion of our emissions originate from our fleet of vessels, which we are addressing through our decarbonisation plan. As part of this strategy, we aim to reduce Scope 1 and Scope 2 GHG emissions by 50% by 2035 (base year 2018), and to reach Net Zero by 2050. To meet these targets, we are optimising fuel efficiency through advanced digital tools, hybridising vessels by installing battery systems, and transitioning to alternative fuels, though global access to these at scale remains a challenge for the maritime industry. Onshore, we are focused on improving energy efficiency and using renewable energy sources wherever feasible.

Supply chain emissions also account for a significant share of our carbon footprint. To address this, we work closely with clients, suppliers, and partners to engage in ways to develop solutions to support a lower-carbon future.

### Collaborations and partnerships

Collaboration is a core Value at Subsea7, reflected in its long-standing history of partnering with clients, suppliers, industry bodies and other stakeholders to deliver solutions for complex projects. These relationships support mutually beneficial outcomes and promote more efficient and innovative ways of working.

Our industry faces many challenges: how to deliver affordable, cleaner and more secure sources of energy to support a sustainable future. Now, more than ever, our skills and experience need to be harnessed.



## Safety and people

### Health and safety

Subsea7's Health, Safety, Security, Environment, and Quality (HSSEQ) policy underpins our commitment to achieving an incident- and injury-free workplace every day and everywhere. This commitment is embedded in Subsea7's robust Business Management System, which governs all aspects of our operations - from design and engineering, to hazard identification, risk assessment, and execution of work - all within a culture that promotes 'Work Safe, Home Safe'. Subsea7's health and safety practices align with internationally recognised standards and are certified to ISO-45001.

### Diversity and inclusion

We employ onshore and offshore staff from over 100 nationalities, valuing individual differences as a strength. Fostering an inclusive work environment where all differences are

embraced, and everyone is treated equitably is vital for our employees to thrive and stay motivated.

### Talent attraction, development and retention

Subsea7 has an established range of learning and development tools and programmes to help our employees develop their knowledge and skills. This includes business and functional skills capability frameworks, career and graduate development programmes, and diverse learning content, designed to promote inclusive and equal learning opportunities.

See our website to explore our current vacancies <https://careers.subsea7.com/>

Our people are our most valuable asset, forming the core of our business and driving everything we do. Creating, maintaining and promoting a safe, secure and healthy work environment, where people feel valued and included is priority.



## Acting responsibly

### Business ethics

Subsea7 is committed to conducting business activities ethically and in compliance with all applicable laws. We have a suite of business ethics policies to provide clear guidance on what we expect from our employees. Subsea7's Anti-Bribery and Anti-Corruption programme has been certified against ISO 37001-2016 by EuroCompliance.

### Responsible supply chain

Establishing effective supplier relationships, managing risks within the supply chain and leveraging opportunities for long-term value creation are part of Subsea7's approach to sustainable delivery. Its [Code of Conduct for Suppliers](#) sets out the key principles of ethical and socially responsible business practices, and conveys Subsea7's expectation that suppliers uphold the same standards.

### Labour practices and human rights

Subsea7 aims to provide working conditions that align with internationally recognised human rights and labour standards. It respects the human rights of people who work for the company, those within its supply chain, and others impacted by its operations. Subsea7's Human Rights Policy Statement outlines its responsibilities in relation to legal compliance, socially responsible conduct, and the prevention of human rights violations, referencing the UN Guiding Principles on Business and Human Rights. Subsea7 also complies with applicable reporting requirements, including the United Kingdom Modern Slavery Act and Norwegian Transparency Act.

### IT cybersecurity and privacy

Ensuring the cyber safety of new technologies, software, and people remains a strategic priority for Subsea7, supporting both business continuity and operational resilience. Subsea7's IT policies are designed to safeguard system availability, data integrity, and protection against fraud. These policies undergo regular review to remain responsive to current and evolving risks and technologies.

### Ecological impacts\*

Subsea7 manages the environmental impact of its projects through a robust and certified ISO 14001 Environmental Management System, complemented by regional environmental plans and project-specific aspects and impacts registers.

[Click here](#) for our suite of policies.

Acting responsibly goes beyond adhering to compliance; it's about doing the right thing to build integrity and generate lasting trust. Acting ethically and responsibly is important to create sustainable value for Subsea7 and the world around us.

\*Not assessed as material within the double materiality assessment but considered important to Subsea7



## How can we help you?

Our collaborative way of working helps us to develop the best solutions for our clients' needs. Contact us to find out more: [client.enquiry@subsea7.com](mailto:client.enquiry@subsea7.com)

Subsea7 is a global leader in the delivery of offshore projects and services for the energy industry. Subsea7 makes offshore energy transition possible through the continuous evolution of lower carbon oil and gas and by enabling the growth of renewables and emerging energy. The company employs over 15,000 people and operates in more than 30 countries.

**subsea7.com**

Follow us @subsea7official

The "MAKE POSSIBLE" logo, consisting of the words "MAKE" and "POSSIBLE" in white, uppercase, sans-serif font. "MAKE" is positioned above "POSSIBLE", and they are both contained within a dark blue rectangular background.