



Environmental Policy 2025

PART OF THE
**NORTHERN
OFFSHORE
GROUP //**





Purpose

Northern Offshore Services (N-O-S) is committed to operating Crew Transfer Vessels (CTVs) mainly in offshore wind farms with the aim of supporting the global transition to renewable energy while reducing our environmental impact. N-O-S main goal is to lead the transition towards sustainable operations that maximise a positive impact on the environment, minimising emission and resource use, and support a resilient, low-carbon energy system for future generations.

This policy integrates sustainability principles and environmental standards to ensure responsible operations aligned with ISO 14001, UN Sustainable Development Goals, and industry best practices.

Scope

This policy applies to Northern Offshore Services AB, Northern Offshore Services A/S and Northern Offshore Services Ltd. We will collaborate with customers, suppliers and third-party contractors to ensure the effectiveness of this policy. This policy is aligned with Northern Offshore Services Code of Conduct.

Impacts, risks and opportunities

This policy is based on environmental-related impacts, risks och opportunities (IROs) identified in N-O-S double materiality assessment (DMA) from both materiality and financial prospective.

The most important IROs from the DMA are:

- Resources and use of circular economy
- Climate change
- Pollution
- Biodiversity and ecosystems



Focus on Sustainable Development Goals

12 Responsible Consumption and Production

Ensure sustainable consumption and production. Many of the world's natural resources are finite, and humanity is currently consuming more than the Earth can replenish. Non-renewable raw materials, such as metals and other chemical elements, are at risk of depletion. Goods and services impact the environment throughout their entire life cycle.

Aligned with SDG 12 - Responsible consumption and production, N-O-S recognises that sustainable procurement and resource efficiency are critical to reducing environmental impact. We commit to applying circular economy principles by prioritising recycling, reuse, and rebuilding whenever possible, and by avoiding the use of virgin materials in rebuilt and newly constructed vessels. These actions support the transition to a resource-efficient and low-carbon future.

13 Climate Action

Emissions of greenhouse gases (GHG) drive the greenhouse effect, contributing significantly to global warming and climate change. This challenge is directly addressed by SDG 13 - Climate Action, which calls for urgent measures to mitigate emissions and strengthen resilience against climate-related impacts. At N-O-S, we recognise our responsibility to reduce GHG emissions across operations and supply chains, aligning our strategies with international climate goals and supporting a transition to a low-carbon future.

14 Life Below Water

Chemicals released from antifouling coatings can negatively impact ocean biodiversity and marine ecosystems. In alignment with SDG 14 - Life Below Water, N-O-S is committed to minimizing these impacts by consistently selecting optimal hull coatings that reduce chemical emissions while effectively preventing biofouling.

Additionally, underwater noise from vessels can disturb marine life and ecosystems. N-O-S strives to implement noise reduction, including optimised hull design and propulsion systems, to minimise acoustic pollution and protect marine biodiversity. These actions support sustainable shipping practices and the conservation of ocean resources.



Our Commitment

Resources and use of circular economy

N-O-S rebuilds vessels in our fleet to meet future customer and legal sustainable requirements.

N-O-S prioritises environmentally adapted lubricants and recycled materials in vessel construction.

N-O-S reuses, recycles, and recovers waste wherever possible.

Climate Action

N-O-S supports offshore wind development by providing safe, efficient CTV services that reduce greenhouse gas emissions and accelerate renewable energy adoption.

N-O-S is committed to establishing short-, medium-, and long-term emission reduction targets that align with the latest climate science and objectives of the Paris Agreement.

N-O-S strives to lead the transition to hybrid, and electric propulsion systems in our industry.

N-O-S collaborates with stakeholders to implement new technologies and the possibility to use low-carbon fuel to reduce Scope 1, 2, and 3 emissions.

Pollution Prevention

N-O-S operates with the intention to prevent marine and air pollution and reduce harmful emissions from vessels.

N-O-S proactively identify environmental risks then, we assess, mitigate, and manage all residual risks prior to the commencement of any hazardous work.

N-O-S is committed to preventing spills during bunkering and handling of oils and chemicals by following our SMS.



Biodiversity and ecosystems

N-O-S uses environmentally adapted antifouling and minimise underwater noise to protect marine biodiversity.

N-O-S supports initiatives for marine plastic reduction and biodiversity conservation.

Continuous improvement

N-O-S is committed to setting and monitoring environmental goals, review performance regularly, and innovate vessel design and operations for sustainability.

Compliance

N-O-S follows all relevant national and international environmental and marine regulations including the International Maritime Organization (IMO) regulations, International Convention for the Protection of Pollution from Ships (MARPOL). We also commit to closely follow the evolving standards and industry best practices.

Stakeholder Collaboration

N-O-S works closely with clients, partners, and suppliers to promote sustainability across the value chain.

Education and Awareness

N-O-S provides training for on- and offshore personnel in environmental best practices and fosters a culture of environmental responsibility onboard and ashore.





Targets and fulfilment

The target for this environmental policy is published in the annual business plan, the fulfilment of the targets is presented at the Management System starting page, at the monthly meetings, crew letters and in the annual sustainability report.

N-O-S targets connected to ISO 14001:

- Achieve carbon neutrality by 2050
- Retrofit our existing vessels to meet future environmental and regulatory requirements
- Develop and order vessels that are sustainable from an environmental perspective
- Phase out all chemicals on the N-O-S Chemical restricted list
- Support initiatives for marine plastic reduction and biodiversity conservation

Allocation and responsibility

A dedicated sustainability team will work together with the department managers and the ESG Strategist to implement and follow up the sustainability policy.

Policy Review

The ESG Strategist is responsible for overseeing and updating the policy annually.

Speaking up

At Northern Offshore Services' website we have a whistleblower link for anonymous reporting of non-conformities that is in compliance with N-O-S policies.

Supporting documents

N-O-G Code of Conduct

N-O-S Procurement Sustainability Policy

Northern Offshore Services

A handwritten signature in blue ink, appearing to read 'Elin Kristensson'.

Elin Kristensson
Managing Director