

## HEALTH & SAFETY POLICY

This health & safety policy establishes the overall framework for the occupational safety and health at work and must ensure that the company, as a minimum, complies with current health and safety legislation and all relevant regulatory requirements within the field of occupational safety and health. The goal and vision of the policy is to support the perpetuation and development of an ongoing well-functioning working environment in the company.

The development of the working environment, including the support of the employees' health, is considered the responsibility of the management, which is to be included in the daily management tasks. However, all employees are also responsible for their own work environment and health and should therefore contribute actively to improvements and the prevention of work-related injuries or unwanted incidents.

Management and employees are to co-operate on a permanent basis, fulfilling this policy. This is facilitated via the work, process and priorities continuously made in the Occupational Health and Safety working committee. The policy applies to the company, including on-board all vessel managed by company. The objectives of the policy are:

- Maintaining a high level of process safety as a pre-condition for safe working environment onboard our vessels and at our facilities
- Integrating Health and Safety into our business strategies and prioritizing such with the same importance as other important business objectives,
- Fully complying with relevant legal requirements and industry standards,
- The prevention of attrition, stress, sickness, burnout, and bullying,
- Holding our management and managers responsible as “role models” for the protection of our employees from work-related accidents and health hazards,
- Motivate and provide our employees with the knowledge and capacity needed to understand and follow safety and health working routines and take responsibility for acting in all matters related to their own and colleagues' safety,
- Work systematically with risk assessment of Occupational Safety and Health issues and identify the cause of any work-related injuries to adopt a suitable approach.
- Practice regular emergency drills and training on-board vessel and develop culture of health & safety awareness, personal discipline and accountability through application of integrated management system.

The implementation of policy is considered the responsibility of the management. However, all employees are also responsible for their own work and should therefore commit themselves fully to the company written HSQEEEn procedures and instructions. Adherence to company HSQEEEn are verified during internal & external audits.



This policy has been adopted by and signed by the technical director on 01-06-2021.  
This policy is subject to review during annual management review meeting for continuing suitability.

  


Technical Director

