

Health & Safety Policy

1. PURPOSE

The Company is committed to delivering excellence in marine services in a manner that safeguards the health and safety of people, prevents damage and protects the environment.

2. APPLICATION

This Policy applies to all our employees, contractors, suppliers and third-party personnel who is employed or engaged or works in any capacity on board our vessel(s), offices and workplaces ashore.

3. POLICY STATEMENT

We believe that all incidents are preventable and aim to achieve the goal of zero harm.

We are committed to:

- Provide a safe and secure workplace (including transportation arranged by the Company).
- Prevent injuries and health issues while safeguarding our employees' security.
- Ensure the safety and welfare of all employees, contractors, client personnel, and others affected by our operations.
- Minimise property damage and protect the environment (ref, Environmental Policy).
- Encourage everyone to challenge and halt unsafe actions, conditions, and behaviors (ref. Stop Work Policy).
- Adhere to the International Management Code (IMO) for Safe Operation of Ships and Pollution Prevention, along with relevant safety laws and requirements.
- Follow applicable standards, codes, and guidelines set by IMO, Flag State Administrations, Classification Societies, and other industry bodies.
- Ensure our employees have the necessary training, skills, knowledge, and resources to perform their tasks safely.
- Identify hazards, assess risks, implement and monitor control measures; eliminate non-conformities; record and investigate significant near misses and incidents to continually improve.
- Enhance performance and share lessons learned with all stakeholders, including contractors and industry partners.
- Set and monitor key objectives for health, safety, and quality performance (refer to the Quality Policy and HSSEQ Plan).
- Clearly communicate health and safety policies, standards, processes, and procedures to all stakeholders, including contractors, suppliers, and third-party personnel.
- Integrate health and safety considerations into the design, planning, and execution of all business activities.
- Provide tools, equipment, and machinery that are suitable for their intended use and maintained according to manufacturer recommendations and legal requirements.
- Surpass client expectations while upholding the highest ethical standards in business.
- Prepare for, respond to, and recover from emergencies, crises, and business disruptions
- Promote a positive health and safety culture that establishes clear expectations, recognizes exemplary behavior, and manages behaviors falling below expectations in a transparent and fair way.
- Conduct periodic formal reviews of all Policies by senior management.

Furthermore, we are committed to:

- Ensuring our employees, contractors, suppliers, and all third-party personnel:
 - Take reasonable care of their own health and safety while considering the safety of others who may be affected by their actions or omissions.
 - Follow established health and safety policies, processes, and procedures.
 - Only operate plant, tools, and equipment that they are trained and authorized to use.
 - Report all non-conformities (NC), hazards, near misses, and incidents immediately to their supervisor or Line Manager, Officer of the Watch, and/or Master (as applicable).

Michael Reimer Mortensen

Chief Executive Officer



Maersk Offshore Wind