

## Group Health and Safety Policy

Purpose of document:	<i>Provide guidance on WalWil's Health and Safety Policy commitments and priorities.</i>
Scope of document:	<i>This policy applies to all Wallenius Wilhelmsen directors, officers, personnel, including temporary personnel, consultants and others who act on behalf of the company. It is also relevant for employees in all subsidiary entities where the Group directly or indirectly owns more than 50 percent of the shares.</i>
Key word Search	<i>Health, Safety, ISO 45001</i>

### Background & Objectives

Wallenius Wilhelmsen's mission is to lead the way to connected, sustainable supply chains. The purpose of this policy is to establish a common approach for managing health and safety across the WalWil Group. It applies to all employees, including temporary staff, contractors, and agency staff. Everyone at Wallenius Wilhelmsen is responsible for understanding, promoting, and adhering to this policy. As a provider of sustainable logistics, we demonstrate leadership through our Health and Safety Policy, using ISO 45001 to drive quality standards. This policy may be supplemented by local regulations and policies.

### Responsibilities

- **The Board of Directors** is responsible for overseeing the policy area and approve the policy.
- **CEO** ensures the that the policy is aligned with our governance framework and strategy and follow up on implementation and compliance with the policy.
- **CSO** ensures that the policy requirements are implemented in our Integrated Management System
- **All leaders** shall ensure the implementation of the policy in their respective areas and follow up on employees' compliance.
- **All employees** are responsible for understanding, promoting, and conducting their work following this policy.

### What are our commitments

- Our ambition is to build a resilient safety culture as a core element of our identity and way of working.
- We ensure safe, healthy, and decent working conditions, including psychological safety.
- We believe that all accidents and injuries can be avoided.
- We demonstrate a strong sense of responsibility and never compromise on our commitment to keeping our people safe from harm in their work.

### How do we meet our commitments

- **Safety Culture:** We foster a safety-first mindset through resource allocation, hands-on leadership, and open communication. Active participation and collaboration at all levels build ownership and empowerment in health and safety matters.
- **Identifying, Assessing, and Controlling Hazards:** We identify, assess, and control all hazards to ensure operational and technical safety. Climate risk assessments are integrated into our hazard identification and control processes. Our comprehensive risk management system includes regular assessments and control measures.
- **Compliance:** We meet or exceed regulatory and contractual requirements, Code of Conduct, and other relevant standards.
- **Continual Improvement:** We continuously review and improve our management system through audits, inspections, and reviews. Measurable health and safety objectives are set, monitored, and reviewed with worker involvement.
- **Health and Wellbeing:** We promote physical and mental health through initiatives like health screenings and healthy lifestyle programs.
- **Training, Competency, and Development:** We provide training to ensure employees can perform their work safely, are aware of associated hazards, relevant procedures, and accident prevention.
- **Incident Investigation and Reporting:** All accidents, incidents, and near-misses are reported and investigated to determine root causes and implement corrective actions. Investigations are proportionate to the incident's severity and complexity.
- **Emergency Preparedness:** We establish and maintain an emergency preparedness plan and necessary resources to mitigate injury, environmental harm, or damage to property or company assets.

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### Document History

Version	Date	Author	Owner	Key changes	Approved by
1	.01.10.2023	Senior IMS Manager	CEO	New Policy	Board of directors
2	07.05.2025	Senior IMS Manger	CEO	New Template, Aligning Keywords, Updating Scope, Addition Specific to Climate Change	Board of directors