

# Group Health and Safety Policy

<b>Purpose of document</b>	Group Health and Safety Policy
<b>Scope of document</b>	Wallenius Wilhelmsen Group's operations, and all subsidiary entities where the Group directly or indirectly owns more than 50 percent of the shares.
<b>Key words search</b>	Health, Safety, ISO 45001

## Purpose and scope

The policy applies to all employees, working within the Wallenius Wilhelmsen group, including temporary staff, contractors, and agency staff. Everybody working for Wallenius Wilhelmsen is responsible for understanding, promoting, and conducting their work in accordance with this Policy.

## Responsibility

Wallenius Wilhelmsen Board of Directors has the ultimate responsibility for the existence of this policy. The CEO has the responsibility to ensure that the organization complies with its content.

## Process guidelines

At Wallenius Wilhelmsen we believe that all accidents and injuries can be avoided. Our ambition is to build a resilient safety culture which will stand as a core element of our identity and way of working. We shall demonstrate a strong sense of responsibility and never compromise on our commitment towards keeping our people safe from harm in their work.

## Safety culture

Safety culture goes beyond compliance with rules and regulations and reflects a shared responsibility to create and maintain a safe work environment. Management shall demonstrate this responsibility through sufficient allocation of resources and hands-on leadership to inspire a safety-first mindset across the company.

We encourage open communication, active participation, and collaboration at all levels, to build ownership and empowerment in health & safety matters.

## Responsibilities

We shall not compromise our health and safety commitments and employees are expected to stop unsafe acts and behavior. Health and safety is a line responsibility, and management must have knowledge of relevant health and safety issues and risks.

## Identifying, assessing, and controlling risk

Wallenius Wilhelmsen shall identify, assess, and control all hazards to ensure both operational and technical safety. We shall establish and maintain a risk management system that includes regular risk assessments, hazard identification, and control measures. It must be unthinkable to identify a hazard and not take appropriate action.

## Compliance

Wallenius Wilhelmsen shall meet or exceed regulatory and contractual requirements, including those stated in this policy, our Code of Conduct and other relevant company standards.

## Continual improvement

We shall continuously review and improve our management system to ensure that the workplace remains safe and healthy. This shall be achieved through regular audits, inspections, and reviews of the health and safety management system.

Wallenius Wilhelmsen shall set, monitor and review measurable health and safety objectives to assess our performance, with involvement from workers and workers' representatives.

## Health and wellbeing

Wallenius Wilhelmsen shall promote and encourage physical and mental health, and wellbeing through initiatives such as health screenings and healthy lifestyle programs.

## Training, competency, and development

Wallenius Wilhelmsen shall provide employees with adequate training to enable them to perform their work safely. The company shall also ensure that employees are aware of the hazards associated with their work, relevant procedures and how to prevent accidents.

## Incident investigation and reporting

All accidents, incidents, and near-misses shall be reported and investigated to determine root causes and to implement corrective actions to prevent reoccurrence. The investigation process should be proportionate to the severity and complexity of the actual incident or its potential. Fatalities shall be investigated at the highest level.

## Emergency preparedness

Wallenius Wilhelmsen shall establish and maintain an emergency preparedness plan and the necessary resources required to mitigate injury, environmental harm or damage to property or company assets.