

HEALTH AND SAFETY STATEMENT

Svitzer Group A/S, CVR no. 44 79 14 47

Health and Safety Statement

Our Commitment

We commit to protect our people, those we work with and the natural environment from harm by ensuring our operations are carried out safely through managing risks and preventing serious incidents. This is a foundation of providing resilient and sustainable marine services to our customers every day.

We achieve this commitment by:

- Providing safe and reliable vessels, equipment, and places of work
- Integrating HSSE risk management to how we assess, plan and manage our operations
- Engaging and consulting our people to ensure safety standards are relevant and suitable
- Providing training, instruction, and supervision to manage risks
- Complying with legal and other HSSE obligations including contractual requirements
- Continually improving HSSE through worker engagement, assurance and governance
- Safety leadership that instils a culture of care, learning and improvement

Our Principles

Three principles reflect our philosophy and guide our approach to meeting our HSSE commitments. The foundation of these principles are our company values which set direction for our safety culture.



We Lead with Care. Leaders engage, listen and respond to our frontline. Our response matters.

Leading safety is not with paper but with frontline engagement to learn and respond when safe work is difficult. Being committed, fair and showing care supports improvements

We Learn and Adapt. We take action on serious risks to drive our improvements. Being prepared matters.

Safety is not the absence of accidents. It is the presence of effective safeguards and the capacity to manage daily risks and fail safely when incidents happen.

Our People are the Experts. We learn from each other to grow our culture. Our voice matters

Our people are not a problem to control but a solution to harness with knowledge of conditions that make incidents likely. Making it safe to speak up grows our culture of sharing.

Our Approach



We Empower our People

- Our people are central to safety solutions
- We have clear responsibilities and grow capability
- We make it safe to speak up and share
- We engage and consult on what works
- We ensure fairness, inclusion and respect



We learn how work is done to inform solutions

- We focus on risk management in daily work
- We learn how changing demands impact safety
- We innovate for safer, better outcomes
- We adapt our HSSE approach to suit contexts



Our Leaders lead with Care

- They commit, engage and are accountable
- They listen and learn at the frontline
- Trust and collaboration are prioritised
- They stay curious, fair and responsive when mistakes and incidents happen



We focus on critical risks and compliance

- We comply with all compliance obligations
- We control and assure our HSSE risk framework
- We strengthen barriers for serious risks
- We plan to fail safely when incidents happen

Our Responsibilities

Leadership Team

Our Chief Executive Officer (CEO) is accountable to the Board of Directors for the HSSE performance. The Global Chief Operating Officer (COO) is the ELT member responsible for HSSE management and processes including reporting on HSSE performance, risks and compliance with this policy.

Each member of the LT is accountable for the following within his or her business area(s):

- Accountabilities and responsibilities for HSSE are clearly defined, understood and communicated
- HSE performance is integrated into all business activities we control and can influence
- Access to the resources needed to ensure compliance with this policy

Our Managers and Leaders

Our Managers and Leaders have overall responsibility for HSSE across their business activities and shall:

- Provide safe and healthy workplaces by identifying, understanding, and addressing the specific HSSE risks and requirements impacting their people which includes engagement with frontline teams
- Review the effectiveness of HSSE risk-management decisions and controls across their operations
- Ensure their people understand their HSSE responsibilities and are competent to perform their jobs safely, in a way that protects the environment
- Drive a culture where everyone takes personal responsibility for managing the HSSE risks associated with their roles, and where performance against HSSE responsibilities is assessed to support personal growth
- Ensure that accidents and incidents are reported and investigated with appropriate corrective actions implemented and learning captured and communicated

All Employees

All employees shall take personal responsibility for their own health, safety and security; the health, safety and security of others; for protecting the environment; and for helping the Company continually improve its performance.

Approved by the Board of Directors on 26 April 2024.