

# SAFETY & SUSTAINABILITY POLICY

The Policy Statement for SVITZER is anchored in the Maersk Group's Core Values and Code of Conduct. We focus on consistently delivering best-in-class quality in our services through safe and efficient operations. We are committed to driving continued improvement in Health & Safety, Environment, Human & Labour Rights, Anti-Corruption and Security. We do this by setting goals and consistently improving the skills and competencies of our employees. Throughout all aspects of our operations, Svitzer is committed to conducting its business in a responsible and lawful manner by always meeting or exceeding all applicable legislative and regulatory requirements.

## HEALTH & SAFETY

Our safety culture embraces learning and continual improvement through employee engagement and support. Our crews and frontline leaders are the experts on operational safety and we ensure all have a voice to drive change and encourage innovation. We have a duty to report and handle all safety incidents promptly and must always be aware of potential safety issues to facilitate continuous improvement. We look at what went wrong and not who did something wrong.

We take responsibility for promoting awareness training, knowledge sharing and a proactive approach to our own health and safety and to the wellbeing of others.

## ENVIRONMENT

We are committed to protecting the environment onshore as well as offshore. We ensure responsible operational practices to continuously reduce emissions, eliminate spills and avoid negative harm to the environment.

## HUMAN & LABOUR RIGHTS

We operate globally, strive to have the right working environment for our employees and local communities and are committed to human rights as an integral part of our business principles. We believe in equal treatment and opportunities and do not tolerate discrimination or harassment of any kind, child labour or forced labour. We respect freedom of association and the right to collective bargaining.

## ANTI-CORRUPTION

We aim to combat bribery, fraud, facilitation payments and other potential forms of corrupt practices, including taking action in our own operations. Svitzer is committed to complying with all applicable anti-corruption laws.

## SECURITY

We always aim to protect the security of our workplace and safeguard our employees, assets and operations. We cooperate actively and openly with relevant authorities within our legal, regulatory and contractual obligations.

## DRUGS & ALCOHOL

We have a zero-tolerance policy regarding controlled substances and alcohol on board our vessels. Employees, contracted personnel or visitors shall not be tolerated on board our vessels if in possession or under the influence of alcohol or drugs.

Any breaches of this policy should be reported via appropriate channels, starting with the local management. Maersk Group's global whistleblower system can be used to escalate violations of specific areas of the policy and is available to both external parties and all employees of Svitzer.



Kasper Friis Nilaus

Chief Executive Officer

June 2020



STOP AND THINK



WHAT IS MY TASK?



WHAT ARE THE HAZARDS?



HOW CAN I PROTECT MYSELF?



WHAT IF THINGS GO WRONG?