

HEALTH AND SAFETY POLICY 2021
DAMPSKIBSELSKABET NORDEN

Introduction

NORDEN is committed to fostering a working environment where health and safety are top priorities. This requires common responsibility where all at NORDEN look after own and colleagues' safety, follow guidelines, and implement preventive actions where necessary. Additionally, NORDEN facilitates an environment with focus on mental health where we support our employees in times with any mental imbalance. In this policy, it is stated how NORDEN commits to its employees and ensures a healthy and safe working environment.

Scope

This Policy applies to all companies and offices with the NORDEN Group.

Employee safety

- When it comes to physical safety, NORDEN's ambition is clear: zero serious incidents. This strategy drives our collective efforts every day to protect our employees, our external personnel and all others present at our locations, our assets, and the environment from harm. To achieve this, we acknowledge that safety is not a number or the absence of events. It is the presence of capacity to combine our technical, operational, and organisational safeguards with our ability to respond to changes and recover from failures. In this way, we can achieve the best result without anybody getting seriously hurt.
- Additionally, NORDEN will always follow the highest standard and as a minimum comply with current legislation and rules on health and safety at work prevailing in the country in which the work or service is conducted, as well as the ILO Declaration on Fundamental Principles and Rights at Work (incl. conventions and guidelines).

Employee wellbeing

- Our commitment to provide conditions where everyone can thrive are underpinned by the biannual engagement survey that gives employees the possibility to anonymously express their opinions on several areas hereunder areas that influence engagement.
- Further, NORDEN offers benefits and initiatives to help employees manage their mental and physical health.

Work-life enablement

- NORDEN supports work-life enablement through flexible working arrangements.

Diverse, fair and inclusive workplace

- NORDEN works actively to ensure diversity, equity, and inclusion as being described in the Diversity, Equity and Inclusion Policy.

Reducing risks

- We implement preventive actions to ensure that factors which can present a risk are monitored and constantly reduced.

- Identified adverse health and safety impacts are prioritised, and appropriate actions are taken to prevent and mitigate these.

Measuring

- We measure the results and effectiveness of our efforts and continuously set new goals for improvement with a minimum baseline of compliance being legal requirements.

This policy is subject to review every two years by the Sustainability Executive Body to ensure effectiveness and compliance with NORDEN's strategy. Adopted by: December 2021.