

HEALTH AND SAFETY POLICY 2023  
**DAMPSKIBSSELSKABET NORDEN A/S**

## **Introduction**

NORDEN is committed to fostering a working environment where health and safety are always of highest priority. This requires common responsibility where everyone at NORDEN looks after their own and their colleagues' safety, follow guidelines and speak-up if new preventive actions are required. Additionally, NORDEN actively works to secure an environment where individual needs of physical, emotional, mental and spiritual well-being are supported and where everyone should feel comfortable raising any concerns. This policy states how NORDEN commits to its employees and ensures a healthy and safe working environment.

## **Scope**

NORDEN holds offices in several locations and although NORDEN employees occasionally travel to high risk areas, we continue to ensure that we take all relevant measures to prioritise their health and safety. This policy therefore applies to all offices and employees within NORDEN.

## **Employee safety**

- When it comes to physical safety, NORDEN's ambition is clear: zero 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.
- Additionally, NORDEN will 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**

- NORDEN is committed to fostering a safe and healthy working environment for all, where anyone can feel comfortable raising any concerns at any time.
- Our commitment to provide working 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.
- Furthermore, NORDEN strive to offer benefits and initiatives to help employees manage their mental and physical health.
- NORDEN supports work-life enablement through our flexible working policy.

## **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. In addition to following and adhering to the United Nations Guiding Principles on Business and Human Rights, NORDEN has conducted Human Rights Impact Assessments since

2015. NORDEN's latest Annual Report details this assessment's process as well as the main conclusions.

- 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.

### **Policy review**

*This policy is subject to review every two years to ensure effectiveness and compliance with NORDEN's strategy, and in the case of significant changes, the policy will be presented to Head of People for approval. Latest review: November 2023.*