Global **Health & Safety** Policy

REV6 / 2026.06.26 / SVSV - ROHO/SANP

Blue Water Shipping is committed to uphold a safe and healthy working environment for the protection and well-being of our employees. Blue Water Shipping is committed to continuous improvement within health and safety by involving and encouraging employees to care, consult and actively participate.

Health and safety is everyone's business and everyone involved in our operations is expected to share our commitment to avoid all accidents and incidents which may cause personal injury, property damage or loss of any kind. All managers are accountable for the safety of operations in their control and must ensure the policy; minimum standards, safety procedures and legislative requirements are understood, complied with and enforced.
All employees are expected to act safely at all times to ensure their own welfare and that of their fellow employees and others in the workplace. A positive attitude to safety by all employees is vital to the success of our objectives.

We will ensure the health & safety of employees by

- Providing and maintaining a safe working environment
- Providing facilities for health and safety
- Ensuring all equipment is safe
- Ensuring all employees are not exposed to unmanaged or uncontrolled hazards
- Developing and implementing emergency plans and evacuation procedures
- Providing adequate time and financial resources for implementation of this policy and the management system

To achieve this we will

- Systematically identify and control all hazards in our workplace. Where there are significant hazards we will take all practicable steps to eliminate, isolate and/or minimise these hazards to prevent injury or damage
- Take any necessary actions to prevent work related illness
- Inform all employees of these hazards and the hazard controls
- Ensure all employees are properly trained and supervised
- Ensure all management and staff members are competent in health and safety management.
- Inform all employees of emergency and evacuation procedures
- Record all workplace incidents and accidents and take all practicable steps to prevent these from happening
- Carry out self-inspections to monitor health and safety issues
- As a minimum ensure compliance with international and local legislation as well as relevant requirements
- Consult and involve workers and where relevant workers representatives in decisions taken by the top management"

Target

- Our target is to maintain an LTIFR below 2.70 by 2026, with a long-term ambition of achieving an LTIFR below 1.00 by 2030.

Thomas Bek
CEO, Blue Water Shipping