



# Health & Safety Policy

## DFDS Group



## 1. Group Health & Safety Policy

### 1.1. Purpose

How we conduct our Health & Safety responsibilities is a cornerstone and an integral part of DFDS' business. Throughout our operations, DFDS is committed to achieving the goal of:

- Zero accidents
- No harm to people
- A Safe and Healthy working environment
- Industry-leading service to our customers through a safe and healthy operation

### 1.2. Principles

DFDS, with its executives and all parts of the organization, is committed to protect the health & safety of our employees and others contributing to or affected by our operation.

DFDS has health & safety as a core element of the DFDS identity and business success to benefit employees, contractors, customers, and the communities we operate in. We value human life above all other considerations and will not compromise our health and safety ambitions.

To achieve the purpose and principles above, DFDS is committed to:

- Instilling the best possible safety mindset and practices in all employees
- Ensure all employees takes responsibility for own and colleagues' safety
- Empower employees to maintain an incident-free and safe working environment
- Promote and ensure employees understand the obligation to stop any situation where safety is at risk through a STOP/No Blame culture
- Actively promoting a healthy safety culture, healthy work practices and supporting healthy lifestyle choices
- Meeting or exceeding all applicable legislative and regulatory Health & Safety requirements in our operating area
- Manage and control health and safety risks systematically and apply safety risk assessments as a central element of decision making
- Nurture, exchange and implement best practices through our health and safety management systems for continuous improvement
- Ensure compliance with current applicable legislation and our internal standards/procedures through regular internal audits
- Require our contractors and visitors to our premises to comply with all our health and safety requirements, and use health and safety performance as a contractor selection criterion

### 1.3. Responsibilities

The Health & Safety policy applies to all DFDS' facilities, assets, employees, and operations. DFDS' executives, business area leaders and local managers will visibly and consistently uphold the principles and requirements of this policy throughout DFDS' facilities and assets.