



HEALTH AND SAFETY POLICY

Royal Wagenborg - June 2025



INTRODUCTION

This policy statement is applicable to the activities of all group companies of Royal Wagenborg, both domestic and international.

At Royal Wagenborg we take responsibility for people, the environment and the delivery of high-quality services. Our corporate strategy is based upon high standards for Health and Safety.

Our commitment to safety

We offer a safe working environment to everyone involved in our activities: employees, temporary agency workers, business partners, subcontractors, suppliers and other parties working with Wagenborg or on Wagenborg premises. We promote safe working standards amongst our clients and on all premises we are invited to work. In return, we expect an active contribution to the safe performance of each and every task. Safety is a shared responsibility and an integral part of day-to-day work.

GOVERNANCE AND LEGAL COMPLIANCE

At corporate level, Wagenborg provides the framework for the Health and Safety policies across all divisions. The performance of the divisions on Health and Safety is monitored on a corporate level to promote shared standards, transparency and lessons learned.

All divisions comply with relevant industry standards, laws, and regulations as outlined in their operating manuals. We expect our partners and subcontractors to comply with all relevant industry standards, applicable laws and regulations.

STRATEGIC HEALTH AND SAFETY OBJECTIVES

We aim for zero accidents. We do our utmost to prevent harm to people working for and with us. We want our employees to return home safely after work. We do our utmost to be a good employer and we want our employees to be engaged to our company.

We strive for excellence in Health and Safety performance through the following yearly measurable objectives:

- Zero fatalities during work related activities for everyone working for Wagenborg or on Wagenborg premises;
- An average Lost Time Injury Frequency (LTIF) across all divisions of Wagenborg below '3' and a firm ambition to reduce the number of incidents;
- An average Lost Time Injury Frequency (LTIF) for Wagenborg Shipping below '2';
- Zero Occupational Diseases across all divisions of Wagenborg;
- An average Absenteeism rate across all divisions below 3 %.



IMPLEMENTATION

In all our divisions, we implement this policy by:

- Registering personal injuries and near-misses according to standardized incident classification procedures, and maintain transparency on incident statistics;
- Investigating incidents and sharing lessons learned, implementing preventive actions and risk-assessments across all divisions;
- Employing and training competent, motivated, and qualified personnel, supported with appropriate personal protective equipment (PPE);
- Encouraging proactive safety behavior, promoting the right and duty of employees to stop unsafe work and report hazardous situations immediately;
- Utilizing a certified and audited Health and Safety management system with harmonized standards for all divisions;
- Continuously improving operational practices to reduce injury and incident risks;

ROLES AND RESPONSIBILITIES

Every employee is responsible for acting in accordance with this policy, any related instructions and training. We expect management and employees of all divisions to take ownership, report unsafe situations, and contribute to a culture of safety and care. All employees have the right and duty to refuse or stop activities when these can not be performed according to Health and Safety requirements.

The Board of Directors of Royal Wagenborg and the Corporate HSEQ-manager are responsible for the review, implementation and compliance to this policy. The Board of Directors of Royal Wagenborg commits to providing the necessary resources and support to achieve the goals outlined in this policy. The Board of Directors promotes a strong Health and Safety culture and ensures accountability on all levels and within all divisions.

POLICY REVIEW AND ALIGNMENT

This policy is aligned with the company's business models, strategies and Code of Conduct. It will be reviewed regularly and updated as necessary to reflect changes in operations, legislation, or strategic direction.

Rev. JUNE 2025