

Health, Safety, Environment and Quality (HSEQ)

Management Policy

Policy purpose:

Zero Harm is a principal Hafnia adheres to, doing its utmost best to maintain any near to, or violation of strict health and safety measures. This policy is in place to ensure that Hafnia and all of its employees and contractors continue to deliver cargo and services to our customers with our Zero Harm principles to people, the environment and cargo to meet satisfaction, and be in accordance with compliance regulations. This policy has been formulated in consultation with Hafnia's HSEQ Officer who oversees safety measures for workers onshore and at sea.

Policy scope:

This policy applies to all employees, contractors, vendors, and stakeholders who work with Hafnia.

Policy statement:

Hafnia and all its employees and contractors are fully committed to achieving Zero Harm to the aforementioned People, Environment and Cargo or Property, to deliver high quality services throughout our entire business operations.

Our main objectives are to:

- Achieve Zero Harm to people, the environment and property in all our activities and operations.
- Achieve and consistently work towards a maximum level of security for employees, contractors, and stakeholders and their properties involved in the Company's business.
- Constantly identify areas of improvement in performance when it comes to safety and quality and take steps to implement necessary action.
- Keep the health and safety of all employees, contractors, and stakeholders top of mind and protect it at all lengths.
- Ensure employees, contractors and stakeholders know and understand their roles for the safety and quality of all operations they are expected to perform.
- Ensure employees recognise that bribery and corruption risks may arise in situations involving health, safety, security, or environmental threats. Employees must prioritise safety and use established HSEQ escalation and emergency procedures. Further details on reporting procedures can be found in the Hafnia Whistleblowing Policy and Anti-bribery and Anti-corruption policy, procedures and protocols.
- Identify and conform with customer needs and meet all compliance obligations.

To achieve our objectives, the following must be complied with:

- Monitor, audit and review our performance and the effectiveness of safety management systems to drive continual improvement.
- Always actively utilize and develop safety management systems.
- Continual implementation of control measures to mitigate risks.
- Assess risk and opportunities in a systematic and planned way.
- When work involves contractors and stakeholders, ensure all company safety processes are followed e.g., safety briefings.

- Focus on effective management of health risks including occupational health hazards and employee wellbeing (e.g., via our Hafnia Wellness Program)
- Appropriate personnel protection equipment is used by all persons at all times, with full knowledge of when these scenarios arise.
- Emergency contingency plans – always be alert for emergencies, with an expertise on coordinated response to incidences e.g., regular drill tabletop exercises for all employees and contractors exposed to the risk of these incidences.
- Enhance the skills and performance of employees for safety during various operations through continual training and development.
- Honor all compliance obligations and meet customer requirements.
- Ensure our commitment to quality at all levels throughout the organization.
- Speak up and report should there be any observance of non-compliance, or even a risk of this. Hafnia maintains confidential and accessible reporting channels for all employees, seafarers, contractors, and other stakeholders to raise concerns about safety risks and violations. Individuals who report concerns in good faith are protected from retaliation. Further details on reporting procedures can be found in the Hafnia Whistleblowing Policy.