



Health & Safety Policy

D-Marin is committed to the health and safety of employees and all persons affected by its activities (customers, visitors, suppliers, contractors, neighboring facilities). We take all reasonable and practical steps to improve work safety conditions towards our goal of zero fatalities/major accidents.

To achieve this goal, we:

- Comply with all applicable legislation, we observe relevant guidelines, acts and codes of practice and we adopt them where laws and regulations do not exist
- Seek to identify and assess the occupational health and safety risks and opportunities associated with our operations in order to control, eliminate or reduce them, increasing our employees' efficiency and productivity
- Provide instructions on safe working practices to follow in all operations, along with appropriate training and updates
- Provide personal protective equipment and clothing for safe working conditions
- Monitor and record all incidents (unsafe acts, near accidents and accidents), analyze them and proceed with necessary corrective and preventive actions in order to avoid similar incidents in the future
- Actively ensure that all employees are able to return to their full health and job through equitable rehabilitation practices
- Endeavour to create a safety culture through all our activities with the co-operation and participation of people involved, meaning of employees, contractors, customers and visitors
- Adopt innovations and new technologies to ensure compliance with our standards
- Provide voluntary programs to enhance employees' and their families' well-being and safety
- Enhance knowledge of our employees on health and safety issues
- Perform regular or unannounced audits and inspections
- Continuously monitor, document and evaluate our practices in order to improve the levels of safety and ensure compliance with this policy

Oliver Dörschuck
Chief Executive Officer

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