



# Group policy for a responsible working environment

At the Polar Seafood Group we consider it as a prerequisite for our business success that we always provides a healthy and safe working environment for everyone who is present in our workplaces.

This applies to all our employees on land and at sea, as well as to our customers and business partners, when they are at our workplaces.

We focus on well-being, health, mental and physical security as the foundation for a good and safe working environment.

This requires a constant dialogue across the Polar Seafood Group that enables us to understand and meet the safety, health and well-being needs.

## OUR GOALS

- We aim to be an attractive workplace where we all watch out for each other's health, safety and well-being.
- We work preventively and strive to ensure that Polar Seafood Group is a workplace with zero accidents.
- We ensure that the working environments on board our vessels are affected as little as possible by noise, smoke, vibration and chemicals.
- Work environment and safety efforts in the Polar Seafood Group will as a minimum comply with the basic legal requirements, but we aim to continuously develop and improve our goals.

## OUR EFFORTS IN PRACTICE

- We identify, prevent and address issues that negatively impact health and safety.
- We have established systems and procedures to help us monitor and collect data on working environment conditions in the Group.

- We support and encourage an ongoing dialogue between employees and management about the working environment and the possibilities for improvement.
- Through internal campaigns and training, we engage our employees in creating a healthy and safe working environment.
- As a minimum, we comply with the Danish Maritime Authority's regulations and all other applicable legislation on the working environment, and we respect and comply with international human and labour rights.

Correspondingly, we expect our business relations to be similarly committed to avoiding negative impacts on human health and safety. This must be done through established processes, as described in our Code of Conduct.

## A VISIBLE POLICY

The management of Polar Seafood is responsible for ensuring that the Group's responsible working environment policy is known and complied with, both internally and among our business relations.

New employees are familiarised with the policy when they are recruited, managers must know and practise the guidelines locally, and the status and results of the policy are reported at least once annually to the Board of Directors.

We take our responsibility seriously and raise awareness of our efforts to improve our systems to prevent, identify and mitigate any negative impacts by the Group on the working environment.

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