



HEALTH, SAFETY, SECURITY AND ENVIRONMENT POLICY

Schultz Shipping is determined to be an excellent place to work; this ambition is highly dependent on the implementation of Health, Safety, and Security and Environmental (HSSE) policies.

Schultz Shipping incorporate in house quality control (QC), providing a safe working environment for all employees and satisfying and meeting client's requirements and expectations, in a cost effective and professional manner.

Our goals are **ZERO** accidents and or incident records while keeping track of near misses and other nonconformities. To achieve required level of HSSE, Schultz Shipping employ, qualified and trained personnel, apply adequate technology and effective procedures in regards to the work done in the specific departments of the group. Activities are planned, executed, verified and corrected in order to continuously improve performance in all organizational levels.

Schultz Shipping principles

- Every employee in Schultz Shipping has a responsibility for living up to the company's policies.
- All company rules, regulations and requirements conform with local laws
- The goal is to prevent injury and protect employees from illness and undue stress
- Operations are continuously improved to be more effective while their environmental impact is minimized to prevent pollution
- During meetings, employees are actively involved in the use of HSSE to improve safety behaviour
- Incidents are documented and used to learn and prevent similar actions
- Employees are trained and motivated to create a safe and healthy environment for work
- HSSE processes are improved and adjusted if the objectives or targets change



The purpose of this HSE management system is to introduce the **Health, Safety, Security and Environmental Management system** to employees and sub-agents of Schultz Shipping.

The HSE system is designed to manage properly working procedures in Schultz Shipping while our target policy and objectives are accomplished.

Key objectives of the HSE system

- Company operations done without injury or harm to our employees or associates
- Continually improvements achieved in our procedures
- Protecting the environment reducing the carbon footprint as much as possible

To meet these key objectives, there should be active management and resources allocated to make improvements continuously to both the work environment and the system.

The HSE system is fully integrated in Schultz Shipping A/S.