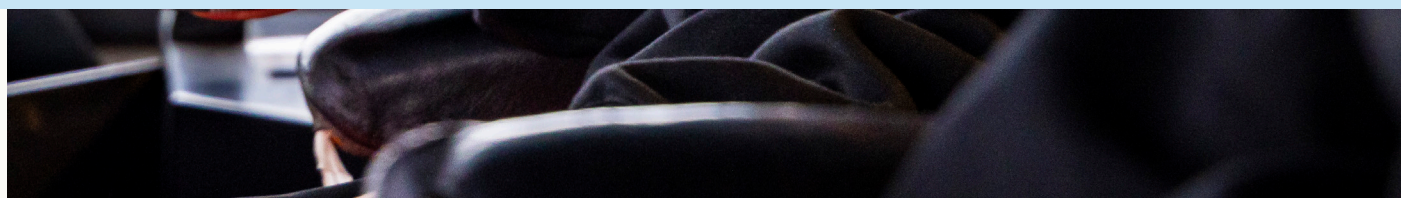




Health & Safety Policy 2025

PART OF THE
**NORTHERN
OFFSHORE
GROUP** //



LIFE SAVING RULES

Our responsibilities.



Follow the company's Drug and Alcohol policy.



Comply with company and site PPE requirements.



Only undertake jobs where you feel competent to carry out your task safely.



Only use equipment and tools that are fit for the intended purpose.



Intervene / stop work for unsafe acts or conditions. Find a solution to continue safely and report to shore management.



Be aware of slip, trip and fall risks when onboard. Ensure it is safe when moving, and use one hand for the vessel to hold on if there is a risk of falling.



Ensure equipment is isolated before repair or maintenance work is carried out – always test before touch.



Ensure continuous awareness around the vessel, operate at a safe speed and maintain adequate Under Keel Clearance at all times when at sea.



Ensure personnel transfers to and from the vessel are performed safely and all involved are familiar with the transfer procedures.



Maintain a friendly and positive work environment. Look after and treat each other with respect. Have fun at work.



Purpose

Northern Offshore Services (N-O-S) is committed to ensuring the health, safety, and well-being of all employees as well as fostering a fair, inclusive, and supportive work environment. This policy integrates occupational health and safety standards with human resource principles to create a safe, respectful, and productive workplace.

This policy integrates health and safety in the workplace with ISO 45001 to ensure responsible operations are aligned and in compliance with associated legislation.

Scope

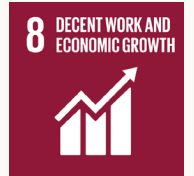
This policy applies to all employees working with Northern Offshore Services AB, Northern Offshore Services A/S and Northern Offshore Services Ltd. This policy is aligned with Northern Offshore Services' Code of Conduct

Impacts, risks and opportunities

This policy is based on health safety-related impacts, risks and opportunities (IROs) identified in N-O-S operations and our double materiality assessment (DMA) from both materiality and financial prospective.

The most important IROs from the DMA are:

- Health and safety at work
- Legal compliance and governance
- Equal treatment and non-discrimination
- Attracting and retaining critical talent
- Data protection and cyber security
- Social responsibility in the supply chain



Focus on Sustainable Development Goals

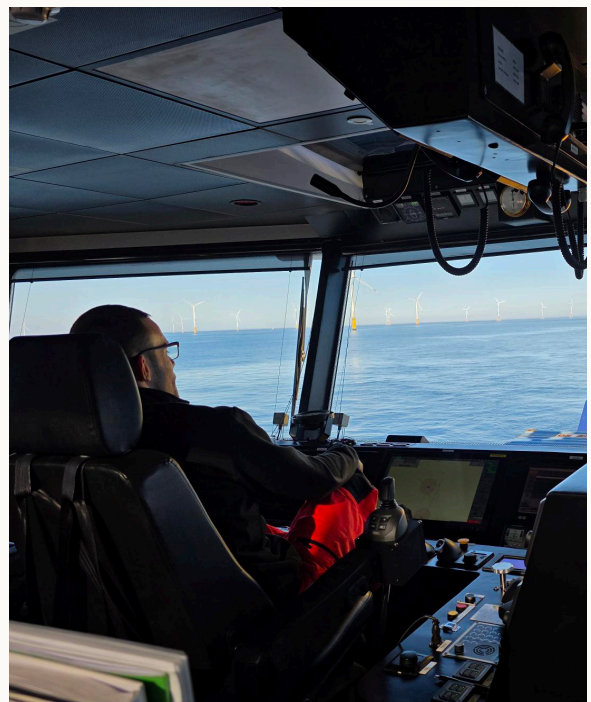
5 Gender Equality

SDG5 aims to achieve gender equality. The maritime business has traditionally employed more men than women. N-O-S is heavily involved in the Equality in Shipping initiative, which aims to increase the number of women seafarers and promote 50/50 gender distribution in leading positions.

8 Decent Work and Economic Growth

SDG8 Aims to promote sustained, inclusive, and sustainable economic growth, providing productive employment, and decent work for all by creating safe and fair working conditions, ensuring equal opportunities and non-discrimination.

N-O-S supports job innovation and entrepreneurship and supports sustainable economic growth.





Our Commitment

Health and safety

Take personal responsibility, being BEST 365 by always embracing a good and sound safety culture.

Proactively use the company's risk management system to identify, assess, mitigate, and manage risks of occupational injury and work-related ill health, focusing on both physical and psychosocial work environments.

Follow the company's life-saving rules.

Empower and help colleagues to lead by example and promote safe behaviour. Implement the culture to "stop unsafe activities", intervene and welcome intervention.

Investigate, analyse, and follow up reported deficiencies with the objective of improving health and safety within the company.

Involve and consult employees and worker representatives on health and safety matters.

Ensure continuous improvement in occupational health and safety performance.

Equal treatment and non-discrimination

Foster diversity, equality and inclusion across all levels.

Ensure fair recruitment, equal pay, and non-discrimination.

Support continuous learning and career development.



Legal compliance and governance

Fulfil health and safety requirements from IMO and ensure compliance with national and international legislation.

Monitor, plan, and provide support to avoid fatigue and comply with rest hour regulations when at work.

Ensure vessels are designed and maintained according to legal requirements and best practices in the industry with regards to health and safety.

Attracting and retaining critical talents

Create an environment where all employees feel valued.

Offer career growth and opportunities.

Track employee engagement and turnover metrics related to workplace safety and well-being.

Encourage feedback and innovation for safer and better workplaces.

Promote work-life balance and safe working hours.

Data protection and cyber security

Personal data shall be handled correctly according to the General Data Protecting Regulation (GDPR).

Social responsibility in supply chain

Suppliers in our supply chain shall comply with Northern Offshore Services Code of Conduct.





Targets and fulfilment

The target for this health-and safety policy is published in the annual Business plan, the fulfilment of the targets is presented at the Management System starting page, at the monthly meetings, crew letters and in the annual Sustainability report.

N-O-S targets connected to ISO 45001:

- Achieve zero Lost Time Incident Frequency (LTIF)
- Achieve <6 Total Recordable Incident Frequency (TRIF)
- Achieve EEI min. 72 in our employment survey
- Achieve 50/50 gender representation in leadership roles

Allocation and responsibility

Department managers are responsible for implementing the policy, ensuring that all processes are aligned with this statement. All employees are responsible for understanding and following this policy in their daily work

Policy Review

The ESG Strategist is responsible for overseeing and updating the policy annually.

Speaking up

Internal non-conformities and suggestions for improvement are handled in our management system. At Northern Offshore Services website we have a whistle blower link for anonymous reporting of non-conformities, this is in compliance with N-O-S policies.

Supporting documents

N-O-G Code of Conduct
N-O-S Cyber Security Policy
N-O-S Life Saving Rules

Northern Offshore Services

Elin Kristensson
Managing Director