

Issued by <b>SAFETY DEPARTMENT</b>	Approved by <b>MANAGING DIRECTOR</b>	Date <b>03/04/2023</b>	Revision <b>1</b>	Page 1 of 2
<b>INTEGRATED HEALTH SAFETY ENVIRONMENTAL MANAGEMENT SYSTEM MANUAL</b>  <b>POLICY</b>  <b>ISO 14001 – ISO 45001</b>				

# HSE Policy

## Health, Safety and Environment Policy

Visemar di Navigazione Srl, Visemar Levante Srl, Visemar RoPax Srl and all of its subsidiaries (hereinafter collectively referred to as “Visemar” or “The Company”) consider the protection and promotion of health, safety and environment (HSE) a fundamental value and corporate responsibility governing all its activities. Our aim is to be a leader in HSE Preventive Culture.

### Our Values

Visemar takes pride in operating/managing RoRo Cargo and RoRo Passenger vessel that facilitate the sustainable mobility of people and goods. Our senior management is dedicated to deploy our HSE Preventive Culture everywhere we operate worldwide by protecting our employees from occupational illnesses and work-related accidents.

Visemar is committed to continuously improving the environmental performance of its activities, products and services throughout the value chain, applying a total lifecycle view, beginning in the earliest stages of design and projects.

### Our Commitment

It is a management obligation to visibly demonstrate HSE leadership throughout all our business processes and activities, through everyday actions and involving our employees.

Visemar makes the following commitments and requires all employees to act accordingly:

<b>1</b>	<b>TO TAKE APPROPRIATE ACTIONS</b> to foster employee health and wellness and to provide safe and healthy working conditions for the prevention of work-related injury and ill health which are appropriate to employees and any other, with the commitment to eliminate hazards and reduce health and safety risks.
<b>2</b>	<b>TO INTEGRATE</b> our values throughout our activities, behaviours and strategic decisions.
<b>3</b>	<b>TO COMPLY WITH</b> applicable laws, regulations, standards and other compliance obligations by adopting processes based on risk assessment and mitigation through appropriate controls, covering normal, abnormal and emergency scenarios in order to ensure our operations are managed safely, ecologically and sustainably.

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<b>4</b>	<p><b>TO TAKE NECESSARY MEASURES</b> to ensure environmental protection including prevention of pollution and mitigation of climate change, conserving and rationing the natural resources and the energy required for our operations. This includes minimizing adverse environmental impacts of our business activities and operations, including new developments as well as the application of eco-design principles.</p>
<b>5</b>	<p><b>TO COMMUNICATE AND PROMOTE</b> to management, customers, employees and contractors our commitment to the continuous improvement of our health, safety and environmental performance, and to provide necessary resources, including training.</p>
<b>6</b>	<p><b>TO MAKE THIS POLICY AVAILABLE</b> to interested parties, and to promote health, safety and environmental awareness, performance improvement and best practices throughout the supply chain, including the commitment to promote consultation with and participation of workers and workers’ representatives.</p>
<b>7</b>	<p><b>TO SYSTEMATICALLY EVALUATE AND ESURE CONTINUOUS IMPROVEMENT OF</b> our health, safety and environmental performance and the effectiveness of our management system through process controls, including audits, and to report on our achievements to interested parties.</p> <p>The effectiveness of the HSE management system can only be enhanced by developing a culture of worker consultation &amp; participation within the organisation.</p>