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SevenSeas

Environment, Health and Safety Policy Seven Seas Group

Our commitment

Seven Seas Group is committed to protecting the health and safety of our people, the communities in which we operate, and the environment. Across our diverse operations, from 3PL, maritime services to the design and manufacture of Personal Protective Equipment (PPE) and workwear, our goal is zero harm. We believe all work-related injuries, illnesses, and environmental incidents are preventable.

Policy Principles

1. ***Leadership and Accountability:***
   - Integrate HSE into every level of our operations, from warehouse management and vessel operations to product design and manufacturing.
   - Ensure clear HSE accountability for all key employees involved in the day-to-day operations.

2. Legal and Regulatory Compliance

- Comply with applicable environmental, health and safety legislation and regulations, standards, codes of practice and client requirements including international maritime (e.g., SOLAS, MARPOL), logistics security protocols, and PPE product safety standards (e.g., ANSI, CE).
- Strive to exceed standards by implementing industry's best practices.

3. Risk Management

- Ensure that environmental aspects and health and safety hazards of Seven Seas activities, products and services are identified, assessed, eliminated or managed to reduce the impacts and risks at a level that is as low as possibly practicable.

4. Continuous Improvement

- Set measurable targets for reducing incidents, improving efficiency, minimizing waste, and enhancing the safety and quality of our products and services
- Maintain a certified HSE Management System compliant with ISO 14001:2015 and ISO 45001:2018 standards.

5. Resources and Safe Working Conditions

- Provide and maintain a safe and healthy work environment, including plant, equipment, and systems of work.
- Uphold the highest quality standards in the design and production of PPE and workwear to ensure the safety of end-users.
- Ensure all employees and contractors are provided with the necessary information, instruction, training, and supervision to perform their work safely and competently.

6. Consultation and Participation

- Consult and communicate with employees on matters regarding environmental, health and safety issues
- Empower every worker to stop any task they believe to be unsafe and file a near miss report.

7. Contractor and Supply Chain Management

- Select suppliers who demonstrate HSE performance consistent with our policy and the specific demands of the maritime and manufacturing sectors.

8. Environmental Stewardship

- Minimize our environmental impact by optimizing logistics routes, fuel efficiency, reducing emissions from vehicles, preventing pollution, and minimizing waste in our processes.

9. Communication and Transparency

- Make this policy and our HSE performance available to all interested parties

Responsibilities

Ultimate responsibility for this policy rests with senior management. However, every person working for or on behalf of Seven Seas Group is responsible for understanding and adhering to this policy in the execution of their duties.

This policy is reviewed periodically to ensure it remains relevant and appropriate to the organization.

By

PJuhl

Patrick Juhl

Chief Executive Officer – Seven Seas Group