

2.2 HEALTH AND SAFETY POLICY

1. PURPOSE

This policy supports compliance with the Norwegian Ship Labour Act and Norwegian Working Environment Act, Maritime Labour Convention (MLC), ISM Code, and ISO 45001, and reflects Olympic's commitment to the UN Global Compact's Ten Principles and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

Olympic is dedicated to protecting the environment and providing a safe and healthy workplace for employees and all persons present at our locations, through the active implementation of comprehensive health, safety, and environmental policies.

Health, safety, and environmental (HSE) aspects of our operations shall always be considered with equal importance to other business objectives. Provisions shall be made to ensure that the highest practicable HSE standards are established, maintained, and continuously improved.

The overall health and safety objectives of Olympics Total Management System are to prevent:

- Human injury or loss of life
- Work-related health problems
- Damage to the environment, in particular the marine environment
- Damage to vessels, equipment, or cargo
- Damage to third-party property

2. SCOPE

This Policy applies to all persons engaged in any Olympic activity or present on Olympic premises or vessels.

3. STATEMENTS, PRINCIPLES & COMMITMENTS

Nobody should ever be at greater risk because they work for us. Everybody has the right to go home in the same state as they come to work.

To achieve the objectives of this policy, major efforts are required of both the company and its employees. The most important requirements to meet these objectives are to:

- Provide safe practices in ship operations and a safe working environment
- Evaluate all identified risks to vessels, personnel, and the environment, and establish appropriate safeguards
- Work continuously to improve the safety management skills of all personnel, including preparation for handling safety and environmental emergencies
- Ensure compliance with ISO 45001, mandatory rules, and regulations
- Take into account all applicable codes, guidelines, and standards recommended by the IMO, administrations, classification societies, and maritime industry organisations

These requirements shall be achieved through multiple specific actions and strategies. The company considers the most important to be:

- Clear and concise procedures, including both operational and contingency matters
- Detailed checklists as tools for controlling important elements of key operations
- Preventive maintenance of vessels and equipment managed through maintenance software
- Clearly defined training requirements, including mandatory training and additional competence development
- Clearly defined familiarisation requirements for personnel assigned to new duties
- Defined exercise and drill requirements, both on vessels and ashore
- Effective software tools for documentation and document control
- Effective processes for reporting and handling incidents and nonconformities, with a focus on root-cause analysis and experience transfer
- A thorough internal auditing process to ensure compliance with policies, procedures, mandatory rules, and regulations
- A thorough process for master's review, management review, and QHSE planning, with a focus on continuous improvement
- Assignment of duties to qualified and competent personnel
- Regular safety meetings with open dialogue and active participation from all personnel
- Defined requirements for personal protective equipment (PPE)
- Processes in place to keep company personnel updated on applicable rules, regulations, and guidelines
- Processes and tools for effective risk management, including risk assessments, toolbox talks, permit to work, and isolation certificates
- Active participation in the business to develop improved standards and practices
- Continuous efforts to build a company culture where compliance, safety awareness, open dialogue, and proactive reporting are valued

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