



FRØY

## HSE Policy

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# Health, Safety and Environmental Policy

**Approved by:** Chief Executive Officer

**Executive party:** Head of Quality

## POLICY

In all of the company's activities, the work must be planned and carried out with safety and the environment in mind. This should be carried out with a common goal:

*By actively using risk analyses, the company shall avoid personal injuries, pollution of the environment, damage to equipment and cargo as well as minimizing downtime.*

In all parts of the organization, efforts must be made to maintain a high standard of health, safety and environment work. Procedures and risk analyses shall be adapted to the individual unit, and safety standards and responsibilities shall be clearly defined for all levels of the company.

Frøy shall comply with national and international rules/laws, including the Working Environment Act and the Internal Control Regulations, the rules of IMO and the Norwegian Maritime Authority, as well as the regulations of the Norwegian Food Safety Authority and the Directorate of Fisheries.

The management systems shall be audited regularly, and annually reviewed both by the ship manager and by the executive management. Through these activities will the company strive to have a well-functioning and vibrant system.

This entails continuous improvement of routines, and work to establish protection against all identifiable risks considered a danger to health, safety and the environment.

It is important that all employees familiarize themselves with all relevant HSE and work procedures, risk assessments, rules and aids that exist.

The nonconformity system shall be used to register undesirable incidents with a particular focus on identifying the causes of the incidents in order to avoid recurrences, as well as improvements in the management system. All employees shall be encouraged to report irregularities and make suggestions for improvements in the company's health, safety and environment policy.

Each of the employees is responsible for their own and others' safety, and this requires a positive attitude towards actively participating in training and exercises as well as reporting to the company via their superiors.