

Health and Safety Policy

Introduction

D-Marín is committed to protecting the health, safety, and well-being of all employees and all persons affected by its activities, including customers, visitors, suppliers, contractors, and neighboring facilities. We take all reasonable and practical steps to continuously improve workplace safety conditions in pursuit of our goal of **zero fatalities or major accidents**.

Purpose & Scope

This policy applies to all **D-Marín employees, contractors, suppliers, subsidiaries, and partners** across our global operations. It serves as a framework for responsible decision-making, ensuring that **health, safety, and well-being** are integrated into daily operations, management practices, and strategic planning. It also guides **collaboration with customers, visitors, and local communities** to promote a consistent safety culture and uphold our commitment to international standards and sustainability principles.

Our Commitments & Targets

- **Comply with all applicable legislation** and international standards, and adopt relevant guidelines, acts, and codes of practice where specific laws or regulations do not exist.
- **Identify, assess, and manage** occupational health and safety **risks and opportunities** associated with our operations to control, eliminate, or reduce them, enhancing employee efficiency and productivity.
- **Provide training and instructions on safe working practices**, ensuring all employees are competent and informed about H&S responsibilities.
- **Ensure availability of suitable personal protective equipment (PPE)** and maintain safe working conditions for all.
- **Monitor, investigate, and record all incidents** (unsafe acts, near misses, and accidents), taking corrective and preventive actions to avoid recurrence.
- **Support employee recovery and reintegration**, ensuring equitable rehabilitation practices for a safe return to work.
- **Foster a proactive safety culture** by engaging employees, contractors, customers, and visitors in continuous safety awareness and improvement activities.
- **Adopt innovation and digital tools** to enhance safety management and ensure compliance with internal and external standards.
- **Promote well-being programs** for employees and their families, focusing on physical and mental health.
- **Conduct regular audits and inspections**—both scheduled and unannounced—to ensure effective implementation of this policy.
- **Continuously evaluate and improve our safety performance**, aligning our practices with best international standards and sustainability expectations.
- **Set annual mandatory Health & Safety training programs** for all marina employees, with a **target** to achieve at least **90% completion rate by the end of 2026**.

Document History

Version	Date	Changes
1.0	January 2022	Original document
1.1	September 2025	Across the document – H&S Commitments and Targets were enhanced based on current H&S strategy and initiatives