# Health and Safety Policy

## Purpose

D-Marin is committed to providing a safe and healthy working environment for all employees and stakeholders affected by its activities, including customers, visitors, suppliers, contractors, and neighboring facilities. This Policy sets out the principles by which Health and Safety are managed across all company operations, while preventing work-related injury and ill health.

### Scope

This Policy applies to all D-Marin companies, sites, and activities, and to all employees, contractors, suppliers, subsidiaries, partners, and third parties working on behalf of the company across its global operations.

## Commitments & Targets

- Comply with all applicable occupational Health and Safety legislation, regulations, codes of practice, and relevant international standards in every country of operation, with local legal requirements prevailing where stricter.
- Provide safe and healthy working conditions and systems of work, preventing work-related injury and ill health.
- Promote employee well-being through programs supporting physical and mental health, including fair rehabilitation practices and support for return to work.
- Promote customer Health & Safety by proactively identifying risks, preventing accidents, and continuously improving safety across all marina facilities. **Target: Maintain an NPS score above 50 for customer safety-related question through 2030. (Baseline year: 2025)**
- Systematically identify hazards, assess risks, and implement appropriate controls to eliminate or reduce risks to an acceptable level. Risk assessments shall be documented, reviewed regularly and conducted by competent personnel.
- Promote a just and open reporting culture by removing barriers and preventing retaliation for reporting hazards, incidents, or unsafe conditions.
- Monitor, investigate, and record all incidents and near misses, and implement a lesson learned process to identify corrective, improvement and preventive actions.
- Conduct regular audits and inspections to ensure effective implementation of this Policy and support the continual maintenance and improvement of the Occupational Health and Safety Management System.
- Provide Health and Safety Training to all employees, maintain training records, and establish annual mandatory Health & Safety training programs for all marina employees. **Target: ≥ 90% of marina personnel to complete Mandatory H&S Training Program by 2030 (Baseline: 2025).**

## Roles & Responsibilities

- The Group Head of Health and Safety is the Policy Owner and is responsible for maintaining this Policy, ensuring it remains current, compliant with applicable legal and regulatory requirements, and aligned with D-Marin's Health and Safety Management System. The Policy Owner is also responsible for coordinating periodic reviews and recommending updates for approval by top management.
- Top management has ultimate accountability for Health and Safety performance and leadership, and ensures adequate resources are provided to effectively implement and maintain this Policy.
- Regional Directors and Managers are responsible for implementing this Policy within their areas, identifying hazards and risks, ensuring training and supervision, and enforcing safe working practices.
- Employees are responsible for taking reasonable care of their own Health and Safety, following procedures, using PPE, participating in H&S training and promptly reporting identified hazards, unsafe conditions, and incidents.
- Contractors and visitors are required to comply with regulations, site rules and safety requirements.

## Communication & Review

This Policy is communicated to all employees and is made available to all relevant interested parties. Employees are consulted and encouraged to actively participate in the development, implementation, evaluation, and improvement of the occupational Health and Safety management system. This Policy shall be reviewed at least every two years or following significant change.

## Document History

| Version | Date | Changes |
|---|---|---|
| 1.0 | January 2022 | Original document |
| 1.1 | September 2025 | H&S commitments and targets enhanced based on updated H&S strategy and initiatives |
| 2.0 | January 2026 | Policy updated to include roles and responsibilities, policy communication, enhanced risk assessment, training commitments and highlighting the lessons learned process |
| 2.1 | October 2026 | Minor change in Target, aligning it with Group ESG Strategy |

*Version 2.1*
Policy owner:
**Group Head of Sustainability and H&S**
Approved by
**Group Chief Operations Officer (COO)** – Andrea de Santis
**Group Chief Finance and Compliance Officer (CFCO)** – Corinne Reynaud