

## **Policy for working environment, environment and corporate social responsibility**

Seasight Group A/S is anchored on the Danish west coast and employs more than 200 employees. Seasight Group A/S consists of a shipyard – with repairs and newbuilding, a steel company – with design and manufacture of advanced steel and aluminium structures, a crane company – with development and design of cranes, a service company – with crane assistance, agency, and stevedoring.

The policy applies to Seasight Group A/S with underlying companies, at the companies' locations, on-site with customers at home and abroad, and to persons working on behalf of us.

### **Working environment**

We work continuously to create a good working environment with up-to-date physical and psychosocial settings. We work openly and actively with health and safety improvements from a holistic perspective, where we consult and involve employees and working environment representatives.

A good psychological working environment is a high priority for us, and any kind of offensive acts, including bullying and sexual harassment, will be taken seriously, and handled by management.

We work according to the thesis:

*"There is always time and money to carry out the work safely"*

### **Environment**

We support a precautionary approach to environmental challenges and take initiatives to promote greater environmental responsibility. We have converted our electricity procurement to 100 % renewable and CO<sub>2</sub>-neutral energy produced from Danish wind power, and we encourage the development and spread of environmentally friendly technologies.

We work according to the thesis:

*"The good work that contributes to sustainable transition"*

Across working environment and environment, we are committed to:

- comply with legal and other requirements
- prevent work-related injury and illness, as well as creating safe and healthy workplaces and activities
- eliminate hazards and reduce occupational health and safety risks
- protect the environment and prevent environmental impacts

- minimize resource consumption
- continuously improve the management system to promote our performance.

### **Corporate social responsibility**

With the Code of Conduct below as the standard for corporate social and ethical responsibility, we will support and respect the protection of internationally proclaimed human rights.

1. We will ensure that we do not contribute to human rights violations.
2. We uphold freedom of association and effectively recognize the right to collective bargaining.
3. We support the abolition of all forms of forced labour.
4. We support the effective elimination of child labour. This depends on what is in the best interests of the child in the current situation.
5. We support the elimination of discrimination in employment and occupation.
6. We oppose corruption in all its forms, including extortion and bribery.
7. We are always in favour of equality, regardless of title, gender, or religion.

We are part of the inclusive labour market, including room for disabled employees, as well as employees with special needs. Our goal is that 5% of the workforce comes from the inclusive labour market.

We want to contribute to a society that does not lack skilled labour. It is our goal that 10% of the workforce is trainees/apprentices or employees with a training agreement.

We support the local community, sponsor the local associational work and support events that can help promote the area.

Approved by group management, April 2023.