

Health and Safety Policy

Scope

The Health and Safety of our employees is paramount. We are committed to providing a safe working environment for everyone and ensuring that we prevent work-related injury and ill-health, by adopting a culture of continuous improvement and best practice. We take the responsibility of our employees' safety very seriously and adopt a proactive approach to health, safety and wellbeing.

Managers will implement our Health and Safety protocols and give health and safety the highest priority amongst all other business activities. We champion a culture of ownership where everyone in the organisation will take responsibility for their own health and safety, and that of everyone around them. We will regularly consult with our colleagues and representatives of employee health and safety, while encouraging participation to embed this culture of responsibility. It is our aim to be industry leading in health and safety best practice and innovation.

Aims & Objectives

Bakkafrost ensures the safety of our employees as well as the people with whom the organisation comes into contact, we will seek to identify hazards and actively work to reduce their risks. All our workplaces will comply with relevant health and safety legislation, and any other applicable standards.

We shall ensure that all employees have received the appropriate training, have the right tools and equipment to do their respective jobs safely and that they understand their own responsibilities. In addition, we will strive to continuously improve the safety management skills of personnel.

We will set health and safety objectives for our business; these will be communicated openly and will be used to drive continuous improvement.

Health and safety is at the forefront of our decision-making processes and we will strive for improvement of our health and safety standards in all areas.

Governance

CEO and the Board of Directors are responsible for the Health and Safety policy of the company. This is managed through the QESH department, Head of Health and Safety and management teams within each branch of the business.

CEO:

- Shall demonstrate commitment to employee health, safety and wellbeing, motivating employees and business leaders to ensure that H&S remains the top priority
- Will monitor and track the progress of H&S KPI's
- Shall dedicate the necessary resources to ensure operational support for Health and Safety
- Will hold Operational Managers accountable for Health and Safety at their sites

Operational Managers:

- Will ensure that employees work according to relevant health and safety requirements and procedures
- Will ensure that employees have the necessary competences to perform tasks safely and in accordance with applicable rules and regulations
- Will dedicate the necessary resources to ensure operational support for employee health, safety and welfare
- Will ensure that all accidents and near accidents are reported

Head of Health and Safety:

- Will support all managers to ensure that all activities comply with all requirements regard health, safety and wellbeing
- Provide safety expertise to evaluate risk and suggest corrective actions
- Leads the investigation of accidents
- Support the CEO and Operational Managers with improving the health and safety culture of the company

All Employees:

- Will always comply with all health and safety regulations and company requirements
- Will take steps to reduce the risk of injury to themselves and others
- Are encouraged to provide suggestions to improve health and safety at their workplace



Regin Jacobsen
CEO