



Grieg Star HSEQ Policy

Grieg Star's activities are conducted in accordance with accredited management systems; ISO 14001, ISPS, ISM Code and all relevant legislation and applicable requirements in the regions we operate. As part of Grieg Maritime Group, we have pledged to restore our oceans.

Key objectives:

- Zero injuries and work-related health problems
- Zero spills and emissions of harmful substances to air, sea and land
- Zero unplanned downtime

This shall be achieved by;

Establishing a focused, pro-active management and safety culture:

- All work shall be prepared by studying relevant procedure(s), by an up-to-date risk assessment or Safe job analysis, and by strictly adhering to the formalized work permit system for critical work operations whenever required.
- Everybody is responsible for correct use of personal protective equipment.
- Everybody has a duty to stop dangerous activity, and the Stop Card regime shall be fully implemented.
- All incidents, dangerous and potentially dangerous situations shall be reported for learning and improvement purposes.
- The company shall analyze and understand underlying causes for undesired incidents and effectively implement corrective and preventive actions in a way continuously improving our management and safety culture.
- Learning and improvement shall be strengthened through regular on-board safety meetings with active use of safety delegates and safety committee, and through company conferences and experience transfer within the fleet.
- Through drills, training and education, we shall continuously improve our competencies for safe vessel operation and for handling of emergency situations.
- All critical on-board systems, including computerized IT/OT systems, shall be appropriately protected by technical and procedural barriers, and everybody shall adhere to the cyber risk management procedures.
- The safety management system shall facilitate the pro-active management and safety work by well-adapted procedures, systems and checklists.
- Managers at all levels have a special responsibility to promote and ensure management and safety standards in line with this policy.

The vessels shall be designed, built, and equipped in a way minimizing risks for the crew.

- This includes mooring arrangements, cranes, redundancy of equipment, cyber threat protection, electronic navigational aids, etc.

All crew shall be in good health.

In addition to mandatory pre-employment medical examination, all crew and beneficiaries are:

- Members of a Family Medical Plan
- Receiving monthly health and wellness information

All crew shall be qualified for the job on board.

In addition to formal certificates and diplomas, all crew shall be checked out in the actual position on board.

- Use of adapted checklists and a formalized familiarization program
- The crew shall be trained to act under normal and critical vessel operations

All fellow travelers and passengers, not a part of the regular crew, shall follow the same safety regulations as the rest of the crew for the entire stay.

There is a strict drug and alcohol policy in force on all company vessels.

Environmental targets shall be achieved by the following means:

Pollution from harmful substances to sea shall be avoided by

- Robust procedures for cargo handling and technical operations
- Well maintained equipment operated by well trained personnel
- Treating all sewage in accordance with international, flag state and port state regulations
- Treating ballast water in accordance with a vessel specific Ballast Water Management Plan and a Ballast Water Management Certificate
- Handling biofouling of all vessels in accordance with a biofouling management plan
- Handling garbage in accordance with the vessels Garbage Management Plan

Pollution from harmful substances to air shall be avoided by

- Good maintenance of engines and hulls
- Energy efficient operational planning
- Energy efficient operation in accordance with a Ship Energy Efficiency Management Plan (SEEMP)

Recycling of ships shall always be carried out in compliance with EU and IMO regulations.



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