

## Héðinn's Health and Safety Policy

Héðinn is a high-tech company with extensive experience in designing, manufacturing, installing and maintaining complete solutions for the sea industry, industrial operations, and energy production. The safety and health of employees is an integral part of the company's operations and a fundamental prerequisite for responsible working practices.

### Trending

Héðinn's policy on safety and health is to:

- ensure a safe and healthy working environment for all employees,
- prevent work-related accidents, injuries or other health damages,
- promote a strong safety culture in all company operations.

### Commitments

To achieve this, Héðinn commits to:

- protect the safety and health of employees and others working on behalf of the company;
- complying with applicable laws and regulations, as well as other requirements the company commits to regarding health and safety,
- identifying and eliminating hazards, assessing risks, and implementing appropriate preventive measures in all operations,
- ensuring consultation and active participation of employees and their representatives in health and safety matters,
- enhancing employees' competence, awareness, and responsibility through regular education and training,
- promoting continual improvement in health and safety through systematic follow-up and review.

### Means of Achieving Objectives

Héðinn works towards its objectives, among other things, by:

- presenting this policy to all employees and ensuring it is understood and used as a guiding principle in daily work,
- encouraging employees to submit safety suggestions, report hazards, and stop work they consider unsafe,
- carrying out regular risk assessments,
- ensuring that employees are provided with necessary personal protective equipment and that company safety rules and site-specific regulations are followed,
- working towards continual improvement in health and safety matters.

### Responsibility

The CEO of Héðinn is responsible for implementing, maintaining, and regularly reviewing this policy, and for ensuring that all employees are familiar with it, understand it, and comply with it in their work.

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*Eðvarð Ingi Björgvinsson*

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