

Human Resource and Occupational Health Policy

WSM Objective is to be recognised as an actively health conscious company and to ensure that our organisation is staffed by healthy competent personnel.

This will be achieved by having proper and effective recruitment procedures in place and comply with applicable laws and regulations governing health at employees' workplace. As far as possible, WSM will accommodate that the individual work situation is aligned with different physical and physiological needs.

WSM believe and appreciate that healthy and competent employees are one of the cornerstone of productivity and success of the company. To maintain a good and healthy working environment, training, development, motivation and medical fitness of employees will have high priority. We believe that a high focus on the working environment will have preventive effect on undesired events and sick leave.

In order to enhance the expertise of all personnel, the line management is also responsible for ensuring that the staff gets the information, guidance and training they need to fully master their role and work responsibilities as described in their functional description. Health related information which may affect the employees will be made known to employees and they will be encouraged to live healthy lifestyles.

A broad range of training and orientation activities will be utilized and integrated with daily operations.

Another objective in maintaining competent and qualified personnel is to establish performance measures and to encourage each employee to develop their career with us.

All personnel shall at all times comply with competence requirements governed by the international legislations and in addition any customer specific requirements.

Regular performance appraisal (employee dialogues) of all our personnel will therefore be carried out in order to ensure the employees involvement in developing their own working conditions as well as pinpoint the expertise development measures or training required.

Regular review of health risk related to our operations will be carried out and reasonable steps to reduce such risk will be taken. Suggestions related to health improvement will be given high priority.

 A handwritten signature in black ink, appearing to read 'Carl Schou'.

Carl Schou
President Wilhelmsen Ship Management
rev. 11/08