

Health, Safety, Security and Environment HSSE Policy

Rubikon Shipping Company d.o.o. is strongly determined to follow and continuously improve health and safety work system as well as environment protection system which are harmonized with ISO 45001:2018 and ISO 14001:2015 standard requirements. This is priority task for fulfilment of long-term company strategy.

Policy will be accomplished through the following principles:

- Top management recognizes that a safe and healthy working environment is essential for business performance. The company ensures safe working conditions for all employees and third parties, with the goal of achieving zero injuries.
- The company identifies, assesses and manages HSSE risks through structured risk assessment and monitoring processes, aiming at continuous improvement of OH&S performance.
- The company is committed to preventing negative environmental impacts during its operations.
- The company uses energy and natural resources efficiently and manages waste in a responsible manner.
- Continuous education and training of employees and contractors are ensured in order to raise awareness and promote preventive behavior.
- The company complies with all applicable national and international legal requirements related to health, safety and environmental protection.
- The company considers feedback from employees, contractors and other stakeholders to improve HSSE performance.
- Continuous improvement is ensured through monitoring, reporting and implementation of corrective actions.
- The company promotes an open, responsible and ethical working culture.
- All employees contribute to the implementation of this policy and to the prevention of incidents and unsafe conditions.
- The company applies Management of Change (MoC) process to ensure that all operational and technical changes are properly assessed and controlled.
- SIMOPS (Simultaneous Operations) procedures are applied for high-risk activities involving multiple parties.

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