

## HHLA TK Estonia AS

### Safety Policy

Safety and well-being of our employees, customers and other cooperation partners is important to us. Therefore, we have defined our health and safety commitments and goals:

- We aim to ensure safe working environment;
- We promote the health and safety culture of the company by open and regular communication;
- We continuously carry out improvement activities in the field of labor protection and working conditions;
- We promote knowledge transfer through safety trainings of our employees;
- We constantly improve occupational safety management regulations.

Senior and area managers are responsible for the implementation, carrying out the safety policy and promoting safety culture. The following guidelines apply to all employees, customers and cooperation partners:

- Compliance with all health, safety and environmental legislation and company standards;
- Participation in continuous improvement safety aspects of all activities;
- Reporting and open communication of every kind of incident, concern or improvement proposal.

Additional to working environment representatives and working environment council, our designated safety manager ([safety@hhl-tk.ee](mailto:safety@hhl-tk.ee)) is keeping up safety related activities and improvements as well as root-cause analysis of all incidents.

Safety is everyone's responsibility, therefore every employee, customer and partner has to follow this Safety Policy. So we do create a safer working environment and contribute to the well-being of our community.

This Safety Policy is established and signed by the Management Board of HHLA TK Estonia AS:

(digitally signed)

Riia Sillave

CEO

(digitally signed)

Irene Sarapik

CFO

(digitally signed)

Andres Uusoja

CCO