

Crowley Third-Party Safety, Health, and Environmental Requirements

These Third-Party Safety, Health, and Environmental Requirements (“Requirements”) establish the minimum safety, health, and environmental requirements applicable to all contractors, suppliers, vendors, business partners, and other Third Parties (“Third Parties”) performing work for or on behalf of any Crowley entity at Crowley owned, operated, managed, or otherwise authorized facilities, vessels, worksites, or locations.

Adherence to these Requirements is a material condition of any Purchase Order, Repair Service Order, Master Service Agreement, or other contractual arrangement with Crowley unless otherwise specified.

These Requirements apply to all Third-Party personnel, including their employees, agents, subcontractors, and representatives, who access Crowley-owned, operated, or managed facilities, vessels, terminals, yards, offices, worksites, or remote or off-site environments in connection with Crowley business.

Definitions

For purposes of these Requirements:

- Crowley means Crowley Maritime Corporation and its subsidiaries, affiliates, business units, and controlled operations.
- Crowley Person-In-Charge (“Crowley PIC”) means the Crowley employee who is the liaison between Crowley personnel and Third-Party personnel, and who coordinates the daily activities at the worksite.
- Third Party means any contractor, supplier, vendor, business partner, service provider, or visitor engaged by Crowley.
- Third Party Person-In-Charge (“Third Party PIC”) means the individual designated by the Third Party who serves as the primary liaison between the Third Party’s personnel and Crowley personnel and who is responsible for coordinating the Third Party’s daily work activities at the worksite on behalf of the Third Party.
- Stop Work Authority describes the authority of any employee or Third Party to stop work if the safety of personnel, the environment, or property is compromised. This is a core component of the Crowley Safety, Security, Quality, and Environmental Stewardship Policy.

General Third-Party Obligations

Identification of PIC

Prior to the commencement of any work, all Third Parties are required to designate and formally identify a qualified Person-In-Charge (“PIC”) responsible for serving as the primary point of contact and liaison with the Company. The Third Party PIC must be identified in advance of engagement and is accountable



for coordinating work activities, facilitating communication, and ensuring compliance with all applicable Third-Party Safety, Health, and Environmental Requirements, as well as the Company's contractual Terms and Conditions. Failure to identify a designated PIC prior to work engagement may result in delays, suspension of work, or other contractual remedies, as the PIC role is fundamental to ensuring safe execution, regulatory compliance, and clear accountability throughout the engagement.

In support of safe, coordinated, and compliant work execution, Crowley will designate and disclose a Crowley PIC to the Third Party prior to the commencement of work. The Crowley PIC serves as the primary point of contact for coordination and communication between Crowley personnel and the Third Party. Disclosure of the Crowley PIC does not transfer operational control or responsibility for work execution, which remains solely with the Third Party, but is intended to promote effective communication and consistent application of Crowley requirements throughout the engagement.

Compliance with Laws and Crowley Requirements

The Third Party shall comply, and shall ensure that its personnel and subcontractors comply, with all applicable federal, state, and local laws, regulations, and standards relating to safety, health, environmental protection, as well as all applicable Crowley requirements, rules, and site specific instructions.

The Third Party is solely responsible for maintaining and enforcing its own safety, health, and environmental programs and for ensuring that all work is performed in compliance with such programs, all applicable laws, and these Requirements. Crowley's Requirements supplement, and do not replace, the Third Party's independent safety obligations.

Qualified Personnel

The Third Party represents and warrants that all personnel performing services are properly trained, qualified, licensed (where applicable), medically fit, and equipped to safely perform the contracted work.

Safe Operations

The Third Party is solely responsible for conducting all operations in a safe, secure, and environmentally responsible manner and for promptly correcting and reporting any unsafe condition, hazard, incident, or near miss to Crowley. All Third Parties have a Stop Work Authority, authorizing the immediate stop of any work when there is reasonable belief that conditions pose a risk to the safety of personnel, the environment, or property.

Duty to Report

The Third Party shall immediately report when safe to do so, all safety, health, environmental, and compliance concerns arising from work or other authorized activities including any accident, injury, work-related illness, hazardous material spill, fire or explosion, property damage, vehicle-related incident, or other safety or environmental event to the Crowley PIC.



The Third Party shall report near miss events to the Crowley PIC as soon as it is safe to do so, and no later than 24 hours after occurrence. Reports shall include, as applicable, a description of the event, location and time, individuals involved, immediate actions taken, and observed contributing factors.

The Third Party and its personnel shall report unsafe conditions, unsafe acts, or suspected non-compliance to the Crowley PIC or Third Party PIC. Reported concerns shall be addressed in a timely manner to prevent harm to people, property, or the environment.

Except where immediate notification is required by law or necessary to prevent an imminent risk of injury or loss of life, the Third Party, or any parties acting on its behalf, shall not make regulatory or governmental notifications without prior consultation and coordination with Crowley. In addition to reporting through management channels, individuals may report safety, health, environmental, or ethical concerns anonymously through Crowley's Ethics Hotline at www.ethicspoint.com. Reports may be submitted confidentially and without fear of retaliation and will be reviewed and addressed in accordance with Company processes.

Crowley prohibits retaliation against any individual who, in good faith, raises a concern, reports an incident or near miss, or exercises Stop Work Authority. Third Parties shall ensure their personnel understand this expectation.

Facility Access

Controlled Access

The Third Party shall consult with the Crowley PIC prior to arrival to confirm identity verification and access requirements. At a minimum, individuals accessing Crowley-owned, operated, or managed locations shall possess valid government-issued identification or a passport. Additional access requirements may apply as determined by Crowley.

The Crowley PIC will specify whether coordination with on-site security personnel is required. Where work is performed in restricted areas, onboard vessels, or within regulated waterside terminals, additional credentials (e.g., a Transportation Worker Identification Credential ("TWIC") and/or a Crowley escort may be required, as determined by the Crowley PIC.

Info Security

Third Parties granted unrestricted physical access to work areas housing information technology ("IT") or operational technology ("OT") equipment shall ensure completion of required annual cybersecurity training. The Crowley PIC will coordinate with the Third Party PIC to document such completion.



Circumventing Access Controls

All physical, electronic, and administrative access controls established by Crowley must be followed at all times. Any attempt to bypass, disable, share, or otherwise circumvent access controls, including physical security measures, identification requirements, escorts, IT systems, or cybersecurity safeguards—is prohibited. Violations may result in immediate removal of the individual from Company property and termination of the Third Party’s right to perform work on behalf of Crowley, in addition to any other contractual or legal remedies available to the Company.

Environmental Protection and Hazardous Materials

Hazard Safety

The Third Party shall perform work in a manner that protects the environment and prevents pollution and shall comply with applicable environmental laws, regulations, permits, industry standards, and Company environmental requirements.

The Third Party shall provide current Safety Data Sheets (“SDS”) for hazardous materials brought on-site or aboard vessels prior to, or at the time of, delivery or use; and shall store, label, handle, and use hazardous materials in accordance with applicable Occupational Safety Health Administration (“OSHA”) and United States Coast Guard (“USCG”) and local fire authority requirements and Company procedures. SDSs shall be readily accessible at the work location and made available to Crowley personnel upon request. Third Parties shall ensure their personnel understand hazard communication requirements and protective measures.

Waste Management

The Third Party shall notify the Crowley PIC of waste generated from work performed at Crowley-owned, operated, or managed facilities, vessels, or worksites. Third Parties are responsible for managing and disposing of waste in compliance with applicable law, permits, and Crowley requirements.

Safe Operations & Personal Protection

Vehicle and Machinery Operations

The Third Party shall ensure vehicle and machinery operations comply with applicable law, industry standards, and Crowley requirements. Only trained, qualified, and authorized individuals may operate vehicles, mobile equipment, tools, or machinery. Operators must hold required licenses, certifications, or endorsements and operate equipment in accordance with manufacturer instructions and applicable safety requirements. Third Parties are responsible for ensuring training is specific to the equipment and associated hazards.

Crowley may restrict or prohibit vehicle or machinery operation when required qualifications cannot be verified or when unsafe conditions or non-compliant practices are observed.



Personal Protective Equipment (“PPE”)

All personnel performing work or other authorized activities at Crowley-owned, operated, or managed facilities, vessels, or worksites shall use required PPE as identified by these Requirements, applicable signage, Job Safety Analysis (“JSA”), and regulatory requirements. The Third Party shall review PPE requirements applicable to the scope of work and reinforce expectations throughout the engagement. The Third Party is solely responsible for providing PPE and ensuring adherence by its personnel or representatives. Noncompliance may result in corrective action, including removal from the worksite (see Appendix B for minimum PPE requirements).

Work Planning and Safety Coordination

Before beginning any work, Third Parties must ensure all personnel are thoroughly familiar with relevant safety, health, and environmental requirements. Additionally, they are required to participate in a pre-job meeting to discuss specific hazards, control measures, and environmental protection expectations associated with the task. When multiple Third Parties are working simultaneously, each is expected to participate in joint safety planning as directed by Crowley.

The Third Party shall develop, document, and implement a Job Safety Analysis (JSA) or equivalent task-level hazard assessment for the scope of work prior to commencing work and shall ensure that all Third-Party personnel understand and comply with the JSA. Upon request, the Third Party shall make the applicable JSA available to Crowley for review. Any review or comment by Crowley does not relieve the Third Party of responsibility for the adequacy, accuracy, or implementation of the JSA.

Pre-job meeting records shall be retained at a minimum for the duration of the work. Other records required under this policy shall be retained in accordance with applicable law, contract terms, or Crowley requirements.

Safe Work Practices

The Third Party shall conduct all work and authorized activities on Crowley-owned, operated, or managed facilities, vessels, and worksites in a manner that protects personnel, prevents incidents, and complies with applicable safety, health, and environmental laws, regulations, and Company requirements. Prior to the initiation of any work, Third Parties should complete a personal safety check to confirm their understanding of the task, recognize the hazards, have the proper training, communication, equipment, and resources, and ensure that all safety concerns have been addressed before work begins.

Confined Space Entry: Third Parties shall establish, implement, and maintain confined space entry programs and processes that comply with all applicable federal and state regulatory requirements. Confined space entry activities shall not commence unless hazards have been identified and controlled, authorized personnel are trained, and required permits, monitoring, and rescue provisions are in place. Third Parties are responsible for ensuring adherence by their employees, subcontractors, and representatives.

Hot Work: The Third Party shall perform all hot work activities in compliance with applicable federal, state, local, and fire authority requirements. Planned hot work shall be communicated to the designated Crowley Person-in-Charge (PIC) prior to commencement. Hot work shall not begin unless appropriate controls, permits, fire prevention measures, and monitoring arrangements are established and maintained throughout the activity.

Lockout/Tagout (“LOTO”): The Third Party shall have, implement, and enforce its own OSHA-compliant Lockout/Tagout (LOTO) procedures when performing work on Crowley-owned, operated, or managed facilities or vessels. The Crowley PIC shall coordinate, as necessary, to ensure mutual understanding of energy isolation interfaces and site-specific conditions. Responsibility for LOTO implementation and adherence remains solely with the Third Party. Crowley reserves the right to review or audit the Third Party’s LOTO processes for alignment with applicable requirements.

Signage: The Third Party shall comply with all posted safety, security, environmental, and operational signs at Crowley-owned, operated, or managed facilities, vessels, and worksites. Third Parties are responsible for ensuring their personnel understand and adhere to posted signs and placards at all times.

Smoking: Smoking or vaping shall be prohibited at all Crowley facilities except in designated smoking areas. Smoking or vaping is prohibited at all times on Crowley vessels, unless a designated smoking area is explicitly identified. Third Parties are responsible for enforcing adherence among their employees, subcontractors, and representatives.

Work At Height: The Third Party shall plan, manage, and perform work at height in compliance with applicable OSHA standards (including 29 CFR Parts 1910, 1915, and 1926, as applicable). Work at height shall be performed only by trained and competent personnel using appropriate fall protection and rescue provisions based on the hazards identified. These may include but are not limited to:

- Conducting pre-job planning and hazard assessments
- Using appropriate fall protection systems such as guardrails, safety nets, or personal fall arrest systems
- Ensuring all fall protection equipment is inspected before use and maintained in good condition
- Implementing rescue procedures and ensuring they are understood by all personnel



- Prohibiting work during adverse weather conditions that may increase fall risk
- Ensuring only trained and competent personnel perform work at height
- Establishing controlled access zones and using warning lines where applicable

Required Training

The Third Party shall ensure its employees and subcontractors are trained and competent to perform assigned tasks safely and in an environmentally responsible manner, consistent with applicable laws, regulations, industry standards, and Crowley requirements. Training shall be commensurate with the scope of work and may include safety, environmental protection, and job-specific technical training.

Upon request by Crowley management, the Third Party shall provide documentation demonstrating required training is current. Failure to provide documentation may result in suspension of work until compliance is verified.

Enforcement and Remedies

The Third Party is independently responsible for monitoring its own compliance with this policy, including the conduct of its employees and subcontractors. Crowley reserves the right to conduct audits, inspections, and reviews to verify compliance. Failure to comply with these Requirements constitutes a material breach of contract and may result in suspension of work, removal from Crowley property, termination of the contractual relationship, and any other remedies available at law or in equity.

Appendix A: Reference Documents

29 CFR 1910 - [Occupational Safety and Health Standards](#)

29 CFR 1915 - [Occupational Safety and Health Standards for Shipyard Employment](#)

29 CFR 1926 - [Safety and Health Regulations for Construction](#)

ANSI Standards: Z87.1 - Eye and Face Protection, Z89.1 - Industrial Head Protection,
ASTM F2413-18 I/C, EH, ASTM F3445-21 SR

Appendix B: Personal Protective Equipment (PPE) Requirements

PPE Category	When Required	Minimum Standard / Requirement
Eye / Face Protection	<ul style="list-style-type: none"> • On vessel decks and in machinery spaces • In all shore-side industrial work areas (piers, docks, terminals, yards, repair facilities) • In any area designated “Eye Protection Required” • During any task with potential for eye injury 	Eye and face protection compliant with ANSI Z87.1
Fall Protection	<ul style="list-style-type: none"> • Whenever work presents a risk of falling from an elevated surface 	Fall protection measures compliant with applicable federal, state, and local regulations. The Third Party’s employees must be trained in fall hazards and protection methods. Fall protection equipment must meet applicable regulatory and industry standards. The Third Party shall not use Crowley-owned fall protection equipment.
Foot Protection	<ul style="list-style-type: none"> • On vessel decks and in machinery spaces • In shore-side industrial work areas • In areas designated “Safety Shoes Required” • Where a risk of foot injury is anticipated 	Hard-toe footwear meeting ASTM F2413-18 (Impact & Compression) and ASTM F3445-21 (Slip Resistant) Electrical work requires footwear meeting ASTM Electrical Hazard (EH) designation
Hand Protection	<ul style="list-style-type: none"> • When exposed to hazards such as heat, cold, sharp edges, chemicals, vibration, or other hand injury risks 	Protective gloves appropriate to the specific hazard
Head Protection	<ul style="list-style-type: none"> • When performing work on Crowley vessels • In shore-side industrial work areas (piers, docks, terminals, yards, repair facilities), as required locally 	Non-conductive hard hat meeting ANSI Z89.1 Class B
Hearing Protection	<ul style="list-style-type: none"> • In all posted high-noise areas • In areas with known or suspected noise levels ≥ 85 dBA 	Hearing protection compliant with OSHA 29 CFR 1910.95 Double hearing protection (ear plugs and muffs) required where posted
High-Visibility Clothing	<ul style="list-style-type: none"> • In designated high-traffic areas • At Crowley terminals • Where identified by job safety analysis or personal safety check 	High-visibility reflective vest or outerwear with reflective striping
Personal Flotation Devices (PFDs)	<ul style="list-style-type: none"> • Within 6 feet of an unguarded edge over water • Accessing a vessel via ladder • Transiting between vessels • Vessel/dock transit without a proper gangway • Working in or riding a small open boat • On unguarded barge decks • As determined by job safety analysis or personal safety check 	U.S. Coast Guard-approved work vests or Type III or Type V PFDs labeled for commercial use
Protective Clothing	<ul style="list-style-type: none"> • Where required by posted signage or placards • When handling hazardous materials or chemicals • As specified by applicable SDS • As determined by job safety analysis or personal safety check 	Protective clothing appropriate to the hazard and SDS requirements
Respiratory Protection	<ul style="list-style-type: none"> • Where respiratory hazards are present 	Respiratory protection selected, used, inspected, and maintained in accordance with applicable OSHA respiratory protection standards

Approvals and Revision History

<u>Version History</u>	
<u>Version #</u>	<u>Summary of Changes</u>
<u>2.0</u>	Updated. References to suppliers changed to Third Parties, updated requirements and obligations for third parties Approved Date: 04/15/2026