

Blohm+Voss

Corporate Policy

Introduction



Blohm+Voss was founded in 1877 in Hamburg and is one of the most important shipyards worldwide. Today, the company employs a team of approx. 1000 experts in the four business units Mega Yachts, Ship Services, Production Services and Power Plant + Marine Services.

The shipyard specializes in the execution of complex projects and convinces with sustainable, innovative technologies. At Blohm+Voss, customer orientation is the top priority; the company focuses on timely delivery and the highest quality standards.

In the yacht area, Blohm+Voss constructs and builds customized and individually designed mega yachts starting at a length of 80 meters.

Management



The management considers itself responsible for specifying and consistently implementing the strategic goals of the entire company together with the business units:

- Mega Yachts
- Ship Services
- Production Services
- Power Plant + Marine Services

and the centralised departments Human Resources, Procurement, QESH (Quality, Environment, Safety, Health), Business & Product Development, Marketing & Communications, Lifecycle Management, Finance, Controlling, Legal and IT.

The strategic goals we set are subject to annual review, which is regulated by our corporate governance code.

Integrated Management System



Our aim for the benefit of our customers is to complete our work in line with the contractually agreed quality and time specifications.

In addition, we owe it to ourselves and our owners to acquire and carry out our projects in an economically beneficial way.

The basis for this is an integrated management system that is consistently implemented by our management and all the employees. It ensures that the requirements in terms of quality, occupational safety, health and environmental protection are in line with the strategic demands of our company.

It also fulfils the requirements of the following international standards:

- **DIN EN ISO 9001**
- **DIN EN ISO 14001**
- **BS OHSAS 18001**
- **SCC (Safety Certificate Contractors)**

In addition to this, we hereby undertake to adhere to legal requirements.

Quality



Our quality management covers all phases of a project. In the process, we focus on both our order-related, value-creating processes in the business units and the supporting processes in the centralised departments.

Internal and external audits and a company-wide improvement program regularly highlight potential for improvement.

This allows us to complete projects in an efficient and effective way that meets the high standards required by our customers.

We reproduce our entire process landscape on a professional documentation portal as an integrated QESH management system.

Occupational health, safety and environmental protection



We proactively work to ensure occupational safety, health and environmental protection. In particular, this involves :

- avoiding accidents at work,
- protecting the health of employees and third-party staff,
- and avoiding damage to the environment.

We strive to continually minimise harmful effects on the environment and consumption of resources and energy, as well as to protect people and the environment. We are characterised by a good relationship with our surrounding environment and the public, as well as proactive cooperation with authorities.

Employees



We have been successfully providing training in commercial and technical professions and – in cooperation with universities – in dual-system vocational study courses for many years, and thus ensure that the future of our company is supported by qualified young staff.

When it comes to filling positions externally, our employees are selected in a structured application process on the basis of job descriptions and competency profiles.

Employee advancement is important to us: regular employee appraisal discussions with each Blohm+Voss employee make us aware of individual development opportunities and qualification requirements.

A talent management program supports selected employees with particularly high potential.

Employees and managers receive the support they need according to the scope of their responsibilities and processes.

Partner Companies

Our partners are an integral and essential part of our order processing. A partner company handbook sets out the organisational, occupational safety and environmental measures for cooperation, among other things.

Our partners are selected according to strict standards. We only work with partner companies who have been selected by Blohm+Voss.

On behalf of the management for Blohm+Voss B.V. & Co. KG



Dieter Dehlke