

ENGSKO A/S — Health & Safety Policy

Version: 1

Owner: ENGSKO A/S — ESG / Health, Safety & Environment (HSE)

Effective Date: January 1st 2026

Review Date: Annually or as required

1. Purpose

The purpose of this Health & Safety Policy is to ensure that ENGSKO A/S provides a safe, healthy, and sustainable working environment for all employees, contractors, visitors, and partners. The policy establishes ENGSKO's commitment to preventing injuries, protecting health, and promoting the overall well-being of everyone involved in our operations. This commitment aligns with relevant Danish and European Union legislation, including:

- The **Danish Working Environment Act (Arbejdstilsynsloven)**.
- The **EU Framework Directive 89/391/EEC** on the introduction of measures to encourage improvements in the safety and health of workers at work.
- Related EU Directives on workplace safety, machinery, chemical agents, and occupational health.

2. Scope

This policy applies to all ENGSKO A/S employees, including directors, officers, contractors, interns, and temporary workers, as well as to visitors, suppliers, and partners who perform work or provide services on behalf of ENGSKO. The policy covers all workplaces, production sites, and any off-site activities where ENGSKO represents itself or conducts business.

3. Policy Commitment

ENGSKO A/S is committed to:

- Complying with all applicable Danish and EU health and safety laws, regulations, and directives.
- Providing safe and maintained workplaces, equipment, and processes.
- Preventing work-related injuries, illnesses, and unsafe conditions.
- Promoting a culture of continuous improvement in occupational health and safety performance.
- Ensuring that health and safety responsibilities are clearly defined and understood at all levels.

- Consulting and engaging with employees and suppliers on health and safety matters as required under Danish and regional laws.

4. Responsibilities

- **Management** is responsible for providing the resources, training, and leadership required to implement this policy effectively and for ensuring compliance with all Danish and EU safety requirements.
- **Employees** are responsible for taking reasonable care of their own health and safety and that of others who may be affected by their actions. Employees must immediately report unsafe conditions, incidents, or near misses to their supervisor or the HSE Department.
- **Suppliers and Contractors** must comply with this policy and any additional ENGSKO HSE requirements specified in their contracts. They are expected to comply with EU and Danish occupational safety regulations while performing work for ENGSKO.

5. Hazard Identification & Risk Management

ENGSKO will systematically identify, assess, and control workplace hazards through:

- Regular risk assessments in accordance with the Danish Working Environment Act and the EU Framework Directive.
- Job safety analyses and hazard reporting mechanisms.
- Implementation of preventive and corrective measures.
- Emergency preparedness and response planning.

All employees must be aware of safety and emergency drills to ensure readiness and awareness.

6. Incident Reporting & Investigation

All incidents, injuries, near misses, and unsafe conditions must be reported immediately. ENGSKO will investigate each incident to determine root causes, implement corrective actions, and share lessons learned to prevent recurrence. ENGSKO reserves the right to report all incidents to local authorities.

8. Occupational Health & Well-being

ENGSKO supports physical and mental well-being by:

- Providing access to health programs and medical services where applicable.

- Monitoring workplace conditions such as noise, dust, and ergonomics in line with Danish and EU occupational exposure limits.
- Promoting work-life balance and stress management.

9. Emergency Preparedness

ENGSKO will maintain emergency response procedures tailored to each workplace. These include fire safety, first aid, evacuation plans, and coordination with local emergency services. Drills will be conducted regularly, and equipment will be inspected and maintained in working condition in accordance with Danish fire and safety standards.

10. Contractor & Partner Compliance

All contractors and partners working with ENGSKO must adhere to this policy and demonstrate compliance with relevant Danish, EU, or local safety standards. Failure to meet safety requirements may lead to suspension or termination of contracts.

11. Monitoring, Auditing & Continuous Improvement

ENGSKO will monitor safety performance through inspections, audits, and employee feedback. Health and safety metrics will be reviewed regularly by management to identify areas for improvement. Corrective and preventive actions will be tracked until closure.

12. Consequences of Non-Compliance

Non-compliance with this policy, or any deliberate disregard for health and safety rules, may result in disciplinary action up to and including termination of employment or contract. For suppliers and contractors, breaches may lead to immediate suspension, termination of the contract, and removal from the approved supplier list. In cases of severe violation, ENGSKO has the right to report the matter directly to the local authorities.