



# Occupational Health & Safety Policy

April 2025

# Occupational Health & Safety Policy

## Introduction

emagine Consulting A/S, Reg-no. 26 24 96 27, and its subsidiaries and associated companies (collectively the "Group") and employees are required to comply with this Occupational Health & Safety Policy.

## Our Goal

To ensure that all business activities of the Group always provide adequate provisions for OH&S for our employees and consultants while they are at work and to provide a safe and healthy working environment, by eliminating hazards and reducing OH&S risks.

## Policy

We believe all injuries and incidents are preventable – and our goal for injuries occupational illnesses and environmental incidents to a zero.

We will:

- Conform to the relevant legislation and codes of practice
- Actively promote employee consultation and participation in OH&S matters
- Eliminate hazards and reduce OH&S risks
- Accurately report and record all workplace incidents and injuries
- Provide a safe and healthy working environment
- Provide information, supervision and training when required – especially regarding fire protection.
- Insist that safe work methods are always used
- Provide continuous improvement in OH&S standards

As individuals, we must all:

- Practice safe work methods, instructions, and rules
- Be active in promoting a safe workplace
- Report any unsafe conditions and equipment
- Wear protective clothing when instructed
- Use machines, working tools (and substances) according to instructions
- Use workplace ergonomics as instructed
- Ensure that no action or initiative will cause harm to any other person

## Document Specification

# Occupational Health & Safety Policy

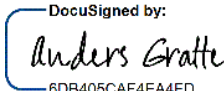
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| Last edited by:          | Izabela Świątek |
| Last validated by:       | Kenneth Wegner  |

## REVISION HISTORY

This Health & Safety policy is reviewed to ensure its continuing relevance to the systems and process that it describes. A record of contextual additions or omissions is given below:

| Version | Summary of Changes                                                                                          | Revision Author | Date    |
|---------|-------------------------------------------------------------------------------------------------------------|-----------------|---------|
| 1.0     | Document Creation                                                                                           | Jesper Diget    | 11/2023 |
| 1.1     | Review and update                                                                                           | Jesper Diget    | 12/2023 |
| 1.2     | OH&S goal added, CGO removed, target updated                                                                | Monika Jarosz   | 02/2024 |
| 2.0     | Review and update - format, purpose, goal, removed policy review, miscellaneous, policy objective paragraph | Izabela Świątek | 10/2024 |
| 3.0     | Review and remove information regarding Annexes, removing Annex 2                                           | Izabela Świątek | 04/2025 |

## APPROVAL

| Name          | Position | Signature                                                                                                  | Date       |
|---------------|----------|------------------------------------------------------------------------------------------------------------|------------|
| Anders Gratte | CEO      | <br>6DB405CAF4EA4FD... | 24-04-2025 |