



Health & Safety Policy

October 2024

# 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 Health & Safety Policy.

## Our Goal

To ensure that all business activities of the Group always provide adequate provisions for H&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 H&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 H&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

## Annexes

- Annex 1: Document Classification Overview
- Annex 2: Actions and KPIs

## Annex 1: Document Specification

### Health & Safety Policy

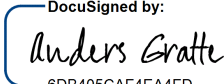
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#### REVISION HISTORY

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

#### APPROVAL

Name	Position	Signature	Date
Anders Gratte	CEO	DocuSigned by:  Anders Gratte <small>6DB405CAF4EA4FD...</small>	21-10-2024

## **Annex 2: Actions and KPIs**

### **Engaging our employees in H&S**

At a basic level we ensure our employees understand the company's stand on H&S. We will do basic onboarding in H&S for all employees. The aim is to ensure that all employees are well-equipped to prevent accidents/sickness and act when things have gone wrong.

We will also conduct quarterly Pulse Surveys to make sure that engagement and well-being are measured, followed up - and optimized.

### **Capability Building**

In 2023 we built our Quarterly Pulse Survey process - with continuous follow-up on outliers.

In 2024 we plan to implement:

- Online H&S training for all employees.
- Specific Stress management online training.

Our target is to have min. 50% of our employees through the training before the 1<sup>st</sup> of December 2024. And 100% of all new employees before 1 August 2025.

### **Leader led agenda**

Optimizing employee engagement and well-being are built into our leadership competencies, we expect that our leaders to have a high level of competency in H&S. We built this into our leadership approaches in talent management and performance management. Building upon this foundation we expect our leaders to be accountable for driving the action and behavior required to reach our global H&S and engagement ambitions.

### **Targets**

We measure accidents, Engagement (and other Pulse Survey results) e.g. and in our annual report, we have set up targets in these areas.