



Health & Safety Policy

February 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.

## Policy Objective and purpose

The objective of this Health & Safety Policy (the "Policy") is 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.

The company, through its employees and consultants, also undertakes to protect customers, stakeholders, and members of the public from potential danger caused by our activities.

We believe all injuries and incidents are preventable - and our goal for injuries and 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 to 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

## Policy Review

This policy is communicated within the organization and is reviewed at least every year and, if necessary, revised. The policy may be amended at any time with the approval of the emagine management. Responsibility for the policy revision lies with the CPO. This policy is available on our website. This version of emagine's Health & Safety Policy was approved by Management (or Board of Directors) on 27<sup>th</sup> of February 2024.

## **Miscellaneous**

If no officer holds the official position of CPO, the role of the CPO under this policy shall be presided by the highest-ranking officer in the Group.

## **Annexes**

- Annex 1: Document Classification Overview
- Annex 2: Actions and KPI's

## Annex 1

Document Classification: Public  
Version: 1.2  
Dated: 02/2024  
Document Author: KWE  
Document Owner: JDI

### Revision history

| Version | Date       | Revision author | Summary of Changes                                  |
|---------|------------|-----------------|---|
| 1.1     | 01.12.2023 | JDI             | Original  |
| 1.2     | 27.02.2024 | MJ              | OH&S goal added,<br>CGO removed, target<br>updated. |
|         |            |                 |   |
|         |            |                 |   |
|         |            |                 |   |

### Approval

| Name               | Position           | Presenter | Date       |
|--------------------|--------------------|-----------|------------|
| emagine Management | emagine Management | JDI       | 01.12.2023 |
| Anders Gratte      | CEO                | MJ        | 27.02.2024 |

## Annex 2

### 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 make sure that all employees are well equipped both to prevent accidents/sickness but also in acting 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 have planned 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 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, fatalities, sickness rates, Engagement (and other Pulse Survey results) e.g. And in our annual report, we have set up targets in these areas.