



HydraSpecma Occupational Health and Safety Policy

Purpose of application

At HydraSpecma, a healthy and safe work environment are a strategically important commitment to our employee's welfare and job satisfaction, as well as to achieving our business goals and meeting customer expectations. At HydraSpecma, we recognize our obligation to uphold the highest standards for health and safety across all our operations and operational sites, and to protectively manage and mitigate risks and hazards within our industrial area.

With our policy and according to our corporate value that *Results are Created by People*, we at HydraSpecma encourage a culture of health and safety within the entire organization, and for the individual employee to take an active role in promoting and maintaining a secure work environment. To uphold these goals, HydraSpecma complies with all relevant health and safety laws, regulations, and industrial standards, while continuously reviewing and improving our performance to secure a physically, mentally organizationally and socially sound and developing work environment for all employees, where risks of work injury, unhealthy workload, and other work-related risks are prevented.

Scope of application

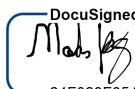
At HydraSpecma, we are committed to uphold the principles outlined in this Occupational/workplace health and safety policy across all our operational activities. The fundamental principle of this policy applies to all HydraSpecma's operations and operational sites. As HydraSpecma's corporation are globally present, individual operational sites may have additional policies and management to comply with local laws and regulations.

We believe that each individual employee within the organization has a responsibility and must contribute to an environment where employees, customers and stakeholders of relevance can feel safe and secure, why we have integrated health, safety, and wellbeing considerations into all our everyday practices, as we recognize the importance of these practices' presence for a more positive and productive working environment.

Roles and responsibility

Our Occupational/Workplace Health and Safety Policy applies to all prospective and current employees of the company as well as visiting customers and stakeholder of relevance.

Policy Authorized	Policy Owner	Last review	Next review
Morten Kjær Group CEO	Markus Wallin COO	15/05 - 2025	15/05 - 2027

<p>DocuSigned by:</p>  <p>24F029F854BB468...</p>	<p>Signed by:</p>  <p>EE6D85863FB04D7...</p>
Morten Kjær Group CEO	Markus Wallin COO



HydraSpecma Health and Safety Principles

Health and safety law and regulation compliance

HydraSpecma's systematic occupational health and safety policy processes for employees must comply with international requirements, (if applicable) ISO standards and national/local legislation.

Health and Safety management practices

HydraSpecma's health and safety management system is based on the ISO 45001 standard and directly support sites that are certified according to ISO 45001. HydraSpecma health and safety management system additionally indirectly set the standard for the entire organizations operational activities and health and safety standards.

Dissemination of health and safety practices and performance

HydraSpecma provide employees with standards and guidance for all key business activities, to ensure a high level of health and safety at all levels of the organization. Applicable standards and guidance are distributed by the immediate manager responsible for different operational activities, to ensure correct compliance and best working environment.

Sustainable health and safety culture

With our Sustainability Strategy – *Our Future, Our Responsibility* – We at HydraSpecma have committed ourselves to the social sustainable measures of eliminating work-related accidents and injuries, as well as increasing the job satisfactions, by following improvements initiatives which are based on risk assessments, safety principles and our core corporate values. By setting proactive KPI's, our employees become the foundation for preventing accidents and developing a safe working environment beneficial for all, which goes beyond regulations and standards.

HydraSpecma health and safety principal priority

Health and safety are of highest priority for HydraSpecma, our employee's welfare, and throughout our entire value chain, from purchase and manufacturing to end customers. We ensure that our suppliers align with our corporate values, Human Rights Policy, and health and safety measures and standards, through supplier Code of Conduct. Our health and safety measures and standards are passed on to our customers and stakeholders when visiting the organization or when receiving goods further down the value chain.

HydraSpecma material Health and Safety areas and actions

Corporate safety measures

Safety measures are an integrated part of our daily operations and especially at the more exposed sites with factory floor and operational activities. Safety guidelines has been designed to prevent injuries, which set requirements for work clothing and equipment, depending on where you are in the organization, as well as safety guidelines and material. These requirements apply to internal



employees, customers, and stakeholders, who can borrow equipment accordingly, which must be complied with on no exception.

Centred responsibility, consultation and participation of employees

We at HydraSpecma emphasizes responsibility and ensure that health and safety are facilitated through communication, co-operation, education, and training, for maximize the contribution of all employees for achieving high standards in health and safety measures.

Management is responsible for provided a safe and healthy work environment for all employees in HydraSpecma. To effectively align with the corporate operations health and safety goals, responsibility is delegated to on-site expect managers through steering committees, who assist in coordinating and implementing compliance initiatives in line with our organisational health and safety policy and measures. This promotes a culture of co-responsibility and safety of the employees.

Where possible, HydraSpecma encourages its on-site managers and employees to consolidate and participate with each other in joint decision-making for initiating health and safety measures or mitigating any observed health and safety issues or obstacles. On-site management must ensure that employees are regularly updated in the health and safety measures.

Self-inspection procedure

Employees must inspect and report accidents and near misses themselves, if occurring, which creates a culture where responsibility promotes improvements in performance and working conditions and mitigate risk on-site.

Management system for documentation

Structuring and aligning our health and safety policy in local management systems, strengthens the organisations transparency and data structure processes relevant for the specific site.

Cases of health and safety issues, near misses, or accidents, must be reported and manged in local management systems, according to the principles outlined in this occupational health and safety policy. Documenting and manging occurred cases, enables access to performance-data and the possibility of corporate improvements and mitigation plans.

Risk assessment

All employees have a responsibility of following the safety regulations and pointing out risks or deficiencies in the work environment, to nearest manager or safety representative.

Risk assessment of impact and probability affecting HydraSpecma working environment are performed regularly and stored in local management system for further processing. The assessments are review by the steering committee and management for risk mitigation and improvement initiatives implementation.



Customer health and safety

In addition to our health and safety measure on our operational sites and in connection to our operational activities, we at HydraSpecma, take pride in developing products that do not have an effect on the end customer/consumers health and safety.

Our Future, Our Responsibility

HydraSpecma's sustainability Strategy – *Our Future, Our Responsibility* – aims to eliminate work-related accidents, injuries, and increasing the job satisfactions, thus directly enforcing HydraSpecma health and safety measures by fostering a responsibility culture among employees and managers for maintaining a safe working environment.

Corporate Values

Results are created by people is a corporate value mantra for HydraSpecma. We acknowledge that our employees are the heart of the corporation and our most important asset, why we strive to create a pleasant working environment according to the employees equally important physical and mental health powered by appraisals, satisfactory assessments, awareness building, and individual career development opportunities.

Whistleblower system

We, at HydraSpecma, encourage all stakeholders to speak up about any misconduct, such as business crimes, human rights violation or clear and serious violations of internal guidelines and policies of HydraSpecma and report it to our whistleblower hotline. The Whistleblower hotline is an internet-based reporting tool hosted by a third party, EQS group A/S (Got Ethics A/S). All information is kept strictly confidential, and all concerns can be raised without fear of retaliation.

[LINK TO HYDRASPECMA WHISTLEBLOWER SYSTEM](#)

All reports made via the whistleblower hotline will initially be received by two senior persons within the Schouw & Co. Legal & Compliance function, one of them being an executive member of the management and the other being the General Counsel of Schouw & Co. ("Legal & Compliance"). Legal & Compliance reviews all incoming reports, and distribute them to HydraSpecma for further and correct processing on-site.