



HEALTH AND SAFETY POLICY

Version 7.0

» SCAN GLOBAL LOGISTICS – HEALTH AND SAFETY POLICY

Scan Global Logistics A/S and all subsidiaries worldwide comply with the overall Health and Safety Policy. We believe that safety is everyone's responsibility – not only the company.

Employees' health, safety and well-being are our top priority. It is important to protect everyone – from our employees, business partners, subcontractors, customers as well as the public. Making safety a part of the day job, every day, 24/7.

At Scan Global Logistics we work continuously to provide a secure facility not just for our employees but also to protect our customers assets.

We identify safety hazards for employees, whether they are working in offices or on project sites.

People will always be our most valuable asset, and we focus on each individual. Scan Global Logistics works hard to achieve and maintain an environment where occupational health and safety are our top priority.

To successfully be an attractive workplace, and preferred supplier that delivers what we promise, we must be an organization committed and characterized by a focus on health and safety.

All employees must respect the guidelines in this policy and act accordingly to achieve our common targets within the area of:

- Employees' health, safety, and well-being.
- Injury and accident-free culture.

Our Health and Safety Policy guides our approach, and responsibility for health and safety lies with the Group Head of Quality.

Our target is 0 severe injuries and fatalities consistently, year on year. Lost Time Incidents are incidents that have caused at least one workday of absence after the day of the injury.

Lost Time Incident Frequency (LTIF) represents Lost Time Injuries reported in the internal system per million working hours. Our target is 0 LTIF in 2030.

Total Recordable Case Frequency (TRCF) is the number of injuries per one million working hours over the course of the year. SGL target is 3.50 every year

We will be publishing figures yearly, related to health and safety.

Each employee, in SGL, is part of securing that we live up to this Health and Safety Policy by:

- Comply with all applicable laws and regulations.
- Work proactively to continuously improve the working environment and to encourage everyone to contribute with suggestions for improvement.
- Encourage all employees to constantly assess their working environment for blocked fire exits, trip hazards, slip hazards, and any other hazardous situation that they may find, and report to the nearest supervisor or manager.
- Report all accidents and near-misses to the nearest supervisor or manager.
- Do your part to prevent accidents and cases of work-related illness by basic housekeeping, removing hazards when possible, and providing adequate control of health and safety risks arising from work activities.
- Provide ergonomic guidelines to prevent injuries and illnesses and improve health and safety at the workplace.
- Provide adequate training to ensure employees can do their work in a safe manner.
- Maintain safe, healthy, and clean work conditions, providing and maintaining plant equipment and machinery and ensuring safe storage of all dangerous goods and substances.
- Always have appropriate First Aid equipment available at all our locations and have Personal Protective Equipment (PPE) available for all employees working in the warehouse or going to job sites.
- Make sure that all our subcontractors fulfil all Scan Global Logistics' requirements and expect that they are proactive when it comes to preventing accidents.
- Empower all employees and sub-contractors to stop any ongoing or planned unsafe work without risking any repercussions.

» MANDATORY TRAINING

Training in the Health and Safety policy and other SGL Group policies are conducted for all new employees and every two years in the global mandatory e-learning platform "Academy" together with tests which all employees must pass to receive a diploma for the training as documentation. All training is registered and stored digitally in the system.

Today, Selected SGL countries as well as the majority of Industrial Projects locations are a part of our ISO 45001 certification, and we continue to increase the number of countries and locations.

» RISK MANAGEMENT AND RISK ASSESSMENT OF THIS POLICY

When planning, implementing, and executing strategic objectives and goals, we need to account for outcomes and circumstances, that can threaten the achievement of these ambitions. To accommodate this, our Policy is created using a risk-based approach, including a yearly updated risk assessment for the relevant risks related to the policy.

*To go to work should be a positive and safe experience.
That is why we all aim for a physically and mentally safe and positive environment.*

» REVIEW AND UPDATE OF POLICY

This Policy is reviewed and updated (if necessary) annually.



Trine Tiedemann
Group Head of Quality
Group Quality