

**The Health and Safety Policy of WELCON A/S:**

WELCON A/S is committed to the achievement of very high safety standards within our facilities, and externally where we perform work. We will ensure that all practical and effective measures are in place to protect the health, safety and welfare of our employees, suppliers, customers and others that may be affected by our operations.

The overall responsibility for Health and Safety rests with the Managing Director. Furthermore, an internal Safety Organisation has been established according to the legal requirements in Denmark. The internal Safety Organisation consists of representatives from the general management, shop floor management and employees, including the general employee representative. The Health and Safety Policy is implemented and maintained in cooperation between the Safety Organisation and the management of WELCON A/S.

After each Safety Review, a predefined check list is filled out, and any suggestions and improvements are listed. These check lists are evaluated by the Safety Organisation, where after an action-plan is made to implement any agreed upon suggestions and improvements.

The existence and function of the Safety Organisation gives all employees a possibility to influence the health and safety matters of WELCON A/S, and therefore all employees have important responsibilities and must support, participate and be fully committed to its implementation and continuous improvement.

It is the policy of WELCON A/S that Health and Safety and the protection of the Environment have equal status of other business objectives.

WELCON A/S will annually review this Health and Safety Policy and verify its effectiveness, compliance with health and safety laws and regulations, and that it reflects changing needs and circumstances.

Regarding health and safety issues, Welcon A/S follows the ISO 45001.

**Supporting statements regarding Health and Safety issues in Welcon A/S:**

WELCON A/S recognises and accepts its legal responsibilities as an employer in meeting the valid laws and regulations. The company will take the necessary actions to meet these responsibilities, paying particular attention to:

- To ensure so far as is reasonably practicable, the health, safety and welfare of all employees by providing and maintaining plant, places of work, arrangements and systems of work, which are safe and without risks to health.
- Ensuring, so far as reasonably practicable, the absence of risks to health and safety in connection with the use, handling, storage and transportation of articles, equipment and substances.
- Information, instruction, training and supervision of hazard and risk associated with materials, and substances to health and safety.
- Ensuring, that all personal have been informed where the folder, with hazards products (LBA) and safety instructions (APB) are located.
- The provision of adequate information, instruction, training and supervision as is necessary to ensure so far as is reasonably practicable, the health and safety at work of all Company employees and other persons who may be affected.

- Provide and maintain working environments and all means of access to and egress from workplaces that are safe and without risks to health.
- Suitable protective clothing, first aid, fire prevention equipment and emergency/contingency operations.
- Communication and consultation with customers, the Safety Organisation and Employee Representatives.

All accidents, incidents and dangerous occurrences will be investigated with the view of making and implementing recommendations to prevent reoccurrences.

WELCON A/S acknowledges that it is primarily the duty of the management to see that everything reasonably practicable is done to prevent personnel injury and risks to the health and safety of its employees. However, WELCON A/S considers cooperation from its employees to be vital for the measures contained within the Health and Safety Policy to be successfully implemented. Employees are reminded that they too have a legal duty to act responsibly, and do everything they can to prevent injury to themselves, fellow workers and the public.