

Health & Safety (HSE) Policy



Policy	Page 1 af 2	Languages: English
Issued by: Alex Olsen	Date of issue: 17-11-2016	Valid for: Consumer, Primary, EBS
Business Approver: Max Sørensen	Valid from: date of approval	Valid in: All sites

Purpose

Dedicated employees are crucial to the on-going success of Espersen and our continuous efforts to act responsibly in the various local communities in which we operate. We firmly aim to have employees with a strong and in-depth knowledge of our company objectives and values, as we believe this knowledge will enable them to perform with greater enthusiasm, skill and motivation.

Our vision is to provide a safe and healthy working environment that continuously attract and retain people of the highest calibre and create a working environment where they feel inspired to drive our impact and growth.

Policy

We are committed to providing a safe and healthy working environment for all employees. This includes:

- Prevent that the working environment creates attrition, accidents and absence.
- Ensure healthy workplaces focusing on the presence, well-being and development
- Supplying potable drinking water, adequate lighting, temperature, ventilation, sanitation, and personal protective equipment together with equipped workstations.

The company's actions to the working environment focus on continuous improvement and goes beyond what the law requires.

There should be an ongoing dialogue between employees and management of the working environment on how to improve this.

All employers must actively take responsibility for themselves and in collaboration with others contribute to improvements in the working environment.

Management is in their respective areas responsible for health & safety policy implementation.

All leaders must contribute to steadily improve the safe and healthy working environment for employees, and in the day-to-day work be an example to follow.

Workplace assessment (WA) must at all times be updated and proper functioning.

Workplace assessment (WA) must be updated, before introduction of new work processes, tools, machines or products, where there may be doubts about the health and safety conditions or work organization involved. Affected employees must be informed of any risk and safety measures and receive instruction when needed.

Our facilities are constructed and maintained in accordance with the standards set by applicable laws and regulation.

NB! Valid for 24 hours when printed

Health & Safety (HSE) Policy



Policy	Page 2 af 2	Languages: English
Issued by: Alex Olsen	Date of issue: 17-11-2016	Valid for: Consumer, Primary, EBS
Business Approver: Max Sørensen	Valid from: date of approval	Valid in: All sites

We provide all workers with communication and training on emergency planning and safe work practices.

For each of our facilities we have a procedure to prevent, detect and respond to potential risk of the safety, health and security of all employees.

For all our facilities, we have written emergency plans. These includes worker notification and evacuation procedures, emergency training and drills, appropriate first-aid supplies, fire detection and suppression equipment and adequate exit facilities. We train all employees on emergency planning including, fire drill. We review all emergency plans annually and updated these if needed. A sufficient number of employees are trained in medical care.

Responsible

The Working Environment Committee leads the Health and Safety work.

Members of the committee are Production Director Primary, Production Director Consumer, HR Manager & Chief Operating Officer (chair).

The committee is responsible for update of the policy. The committee set targets for the working environment. This is done annually.

The tasks can be delegated but the responsibility stay within the Committee.

The policy is reviewed and revised in connection with the annual evaluation of the Health and Safety Working.