

Health & Safety Policy

Purpose

The goal of EsperSen’s sustainability pillar, *Worker Health & Welfare*, is to ensure all our employees recognize EsperSen as a good and safe place to work, wherever our production sites are located. Our Health and Safety Policy helps us preserve the best possible work conditions for our employees as every employee has a right to feel safe at work. The prerequisite for all our activities is meeting regulatory requirements in each place we operate. This Health and Safety Policy applies to all EsperSen employees, subcontractors, and visitors when on EsperSen premises.

Responsibilities

- **Site H&S Manager, specialist and/or coordinator** is responsible to manage risk assessments and to make sure that the organisation is made aware and trained.
- **Team leaders** are responsible for the Health & Safety of their team and implementing this health and safety policy in their area of responsibility and leading by example.
- **All EsperSen employees are** responsible for their own and their colleagues' safety and must be committed and aware of incident prevention and elimination of any unsafe operations or behaviour.

Policy

The goal of EsperSen is to build the highest safety culture, by creating a zero-accident culture. Our approach to achieving this goal focuses on prevention and guiding all employees on how to act in their daily operations. However, despite all precaution, incidents or accidents may happen – either caused by human error, technical failure, or natural forces – thus we aim for continuous improvement. Each accident is analyzed to find out what went wrong and how it can be avoided in the future. This includes, but is not limited to, tasks like operating equipment, work areas including stairs and steps, conditions of the floor, electrical devices, or working with chemical substances. Once identified, measures are introduced to reduce those hazards. This includes safety precautions, protective gear as needed and safety signs during repair or cleaning work.

We install all safety precautions like smoke alarms, sprinkler systems and fire extinguishers, that are regularly maintained and inspected by our technical department. Our technical departments follow a preventative maintenance approach and are always available to repair potential damage, malfunction, or leakage.

All employees are aware of the posted evacuation plans and emergency exits that are clearly indicated and always kept free.

Managing employee health and safety

During their training, employees are made aware of the importance of protecting themselves and their co-workers by anticipating the consequences of everyday activities – and to learn from unsafe situations to prevent them from happening again.

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Each Espersen production site must ensure that employees (newly hired as well as throughout their occupation) undergo medical screenings following the local legal requirements. This also includes employees that return to work after a long-time absence.

Key Performance Indicators:

- To achieve a **year-to-year reduction** in accident frequency rate and accident severity rate, working towards a rate of zero.
- Espersen is member of Sedex. All our production sites are externally audited either against the SMETA (Sedex Member Ethical Trade Audit) ethical trade standard and/or additional customer specific required audits. Espersen benchmarks its health and safety performance, and standard based on the audit results. If any non-compliances relating to health and safety occur, they shall be amended through corrective actions as soon as possible.

Accident Reporting

Each production facility maintains an internal accident reporting system and submits monthly accident KPIs for Group internal reports. The KPIs must include the number of accidents, unsafe acts, unsafe conditions, first aid accidents, days without accidents, total working hours for all employees, and lost working hours due to accidents. Production sites and office facilities must follow all relevant national legislation regarding national health and safety authorities’ reporting requirements. At the end of the year, annual numbers shall be reported to Group Sustainability.

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