

Policy

HEALTH AND SAFETY POLICY 2021

Welltec is committed to developing and applying effective occupational health and safety systems, standards and practices appropriate to risks associated with our business activities. These aim to provide and maintain a healthy, and safe environment and to minimize the risks to employees, contractors, visitors, customers and others who may be affected by the activities of our company, while fulfilling statutory, regulatory and customer requirements.

OUR AMBITIONS

Health and Safety are strategic drivers and core business values at Welltec. Our goal is simple – to achieve Health and Safety excellence by providing work free from harm. This will be achieved by a culture which ensures that the health and safety of people is an absolute priority.

Welltec holds the principle that the best solution for the management of the Health and Safety is also the best business solution for all stakeholders.

Welltec Management supports the implementation and compliance with the Health and Safety policy and standards by committing to:

- Provide a safe and healthy work place for all employees and contractors
- Make Health and Safety a part of all decisions
- Improve our Health and Safety performance by continually monitoring and reviewing our goals and objectives at all levels within the company
- Create a culture of learning and practicing Health and Safety procedures and standards

HOW TO ACCOMPLISH OUR AMBITIONS

We will achieve this by:

- Taking responsibility for our and others safety and security
- Building a culture of ownership, openness and continuous improvement
- Implementing processes that enable knowledge sharing, measurement and analysis of trends and root causes
- Encouraging employees to stop unsafe acts and activities
- Strengthening of the HSE Organization globally

OUR HEALTH AND SAFETY OBJECTIVES

We strive to continuously achieve the following Health and Safety Objectives:

- **Zero Fatalities, Lost Time Incidents and Restricted Work Cases**
- **Sustain a Total Recordable Case Frequency of ≤ 0.26**

The commitments listed herein are in addition to our basic obligation to strict compliance with local and international statutory and regulatory laws, customer requirements and industry standards.

Date: 8th January 2021



Jørgen Hallundbæk, President and CEO
For and on behalf of Welltec