

### 5.2.3.1 Working environment policy

#### Purpose

It is Fayard A/S' objective to continuously improve the working environment, including reducing occupational accidents to zero and reducing cases of illness. With this working environment policy, we want a basis for developing and maintaining a good physical and mental working environment in the company, so that the employees thrive, and no one gets sick from work.

#### To achieve this, the following have high priority:

- That all employees can carry out their work fully responsibly in terms of safety and health.
- Prevent the working environment from causing attrition, occupational accidents, and absenteeism.
- Ensure healthy workplaces with a focus on presence, wellbeing, and development.
- That the company's initiatives about the working environment go beyond what the legislation prescribes and are constantly improved.
- Considerations for the working environment are considered when changes are made to the organization of work.
- Considerations for the working environment are considered when purchasing as well as new and remodelling production equipment.

#### Activities / Guidelines

- There must be an ongoing dialogue between employees and management about the working environment and improvements thereof.
- The individual must actively take responsibility for himself and in cooperation with others contribute to improvements in the working environment.
- In their respective areas, the management is responsible for the implementation of the working environment policy.
- All managers must contribute to constantly improving the physical and psychological working environment for employees and be an example to be followed daily.
- The company must maintain a well-functioning working environment organization that actively contributes to the design and implementation of the working environment policy.
- The management undertakes to involve and consult the employees and especially the working environment representatives in matters that affect them.
- The working environment must be considered in all agreements and actions at the workplace.
- An annual working environment discussion must be held between management and employees with a view to optimizing the working environment work.
- Before introducing new work processes, tools, machines, and products, where doubts can be raised about the safety and health conditions, the occupational health and safety organization must be involved. Affected employees are informed about any risk and safety measures and receive instruction when necessary.
- The working environment policy is reviewed and revised in connection with the annual working environment discussion.

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