

### 5.2.3.2 Health and safety policy

#### Purpose

It is Fayard A/S's goal to continuously improve the working environment, including reducing occupational accidents to zero and reducing cases of illness. With this health and safety policy, the aim is to provide a basis for developing and maintaining a good physical and mental working environment in the company, so that employees thrive and no one becomes ill from work.

#### Priorities

*To achieve this, we focus on the following areas:*

- That all employees can carry out their work in a safe and healthy manner.
- Prevent the working environment from creating attrition, occupational accidents and absenteeism.
- Ensure healthy workplaces with a focus on presence, well-being and development.
- That the company's initiatives about the working environment go beyond what the legislation prescribes and are constantly improved.
- Working environment considerations are considered in the event of changes in the organisation of work.
- Working environment considerations are considered in the procurement and construction and renovation of the production apparatus.
- Optimization and assessment of contingency plans to minimize damage, protect the environment and employees.

#### Activities and policies

*To implement the occupational health and safety policy effectively, the following guidelines are in place:*

- There must be an ongoing dialogue between employees and management about the working environment and its improvements.
- 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 health and safety policy.
- All managers must contribute to constantly improving the physical and mental working environment for the workers and in the daily life themselves be an example to follow.
- The company must maintain a well-functioning health and safety organization that actively participates in the formulation and implementation of the health and safety policy.
- The management undertakes to involve and consult the employees and especially the AMRs in matters that affect them.
- The working environment must be considered in all agreements and actions in the workplace.
- An annual health and safety discussion must be held between management and employees with a view to optimising the work environment work.
- Before the introduction of new work processes, tools, machines and products where doubts can be raised about the safety and health conditions, the health and safety organization must be involved. Affected employees are informed of any risk and safety measures and receive instruction if necessary.

- Fayard A/S' contingency plans ensure that the company can quickly and effectively protect the working environment and surroundings by assessing and identifying potential emergencies and their impacts. The working environment policy is reviewed and revised in connection with the annual working environment discussion.

### **Communication and education**

At Fayard A/S, we prioritize good communication and a strong social dialogue, as these elements play a crucial role in the relationship between our workforce and contribute to the company's stability. Work-life balance is very important for maintaining employee morale, and our HR department is actively working to support this balance.

In addition, we have set up a health and safety committee which is responsible for the ongoing follow-up of compliance with and improvement of Fayard's policies. This includes working conditions, job satisfaction, and health and safety. Fayard takes social responsibility both internally and externally by, among other things, offering employees help with health treatments. At the same time, we have a cooperation committee consisting of the day-to-day management and an occupational health and safety representative (AMR), which exchanges ideas for various improvement proposals and summarizes input from the various departments of the organization. The working committee has been established since 2022 and holds 3-4 meetings annually.

Fayard A/S considers the education of the next generation to be one of its most important tasks and social responsibility. We take on apprentices and offer internal development opportunities for all employees. New employees receive a comprehensive induction and safety manual, and everyone working in production takes part in a mandatory QHSE course as well as evacuation exercises.

### **Inclusion and diversity**

At Fayard A/S, we hire employees solely on the basis of their qualifications and skills, and we ensure full compliance with the GDPR rules. We are committed to offering equal career and management opportunities for both female and male employees. Fayard is a multi-cultural workplace where we do not tolerate discrimination based on ethnic origin, colour, gender, religion, nationality, sexual orientation, social background or political beliefs.

### **Certification and Safety**

In June 2023, we received the ISO 45001 certification, which creates increased awareness of the working environment. Our QHSE manager works closely with management and AMR to improve safety and the working environment continuously.

FAYARD A/S

Thomas Andersen CEO