Occupational Health & Safety Policy

April 2025

Occupational Health & Safety Policy

Introduction

emagine Consulting A/S, Reg-no. 26 24 96 27, and its subsidiaries and associated companies (collectively the "Group") and employees are required to comply with this Occupational Health & Safety Policy.

Our Goal

To ensure that all business activities of the Group always provide adequate provisions for OH&S for our employees and consultants while they are at work and to provide a safe and healthy working environment, by eliminating hazards and reducing OH&S risks.

Policy

We believe all injuries and incidents are preventable – and our goal for injuries occupational illnesses and environmental incidents to a zero.

We will:

- Conform to the relevant legislation and codes of practice
- Actively promote employee consultation and participation in OH&S matters
- Eliminate hazards and reduce OH&S risks
- Accurately report and record all workplace incidents and injuries
- Provide a safe and healthy working environment
- Provide information, supervision and training when required – especially regarding fire protection.
- Insist that safe work methods are always used
- Provide continuous improvement in OH&S standards

As individuals, we must all:

- Practice safe work methods, instructions, and rules
- Be active in promoting a safe workplace
- Report any unsafe conditions and equipment
- Wear protective clothing when instructed
- Use machines, working tools (and substances) according to instructions
- Use workplace ergonomics as instructed
- Ensure that no action or initiative will cause harm to any other person

Document Specification

Occupational Health & Safety Policy

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Last validated by:	Kenneth Wegner

REVISION HISTORY

This Health & Safety policy is reviewed to ensure its continuing relevance to the systems and process that it describes. A record of contextual additions or omissions is given below:

Version	Summary of Changes	Revision Author	Date
1.0	Document Creation	Jesper Diget	11/2023
1.1	Review and update	Jesper Diget	12/2023
1.2	OH&S goal added, CGO removed, target updated	Monika Jarosz	02/2024
2.0	Review and update – format, purpose, goal, removed policy review, miscellaneous, policy objective paragraph	Izabela Świątek	10/2024
3.0	Review and remove information regarding Annexes, removing Annex 2	Izabela Świątek	04/2025

APPROVAL

Name	Position	Signature	Date
Anders Gratte	CEO	DocuSigned by: Anders Gratte 6DB405CAF4EA4FD...	24-04-2025