

## Occupational Health and Safety Policy

### Purpose

LOWENCO is EN ISO 45001 (Occupational Health and Safety) certified, and we believe that a healthy and safe work environment supports our business. Increased security, well-being, and extra energy are essential positive elements for the benefit of employees, customers, suppliers, neighbours, and the LOWENCO. We strive for sustainability in everything we do.

This means that, in practice, wherever we operate in the world, LOWENCO follows and supports applicable legislation. This Policy – LOWENCO's Occupational Health and Safety Policy – focuses on the health and safety of employees, customers, and business partners.

### Applicability

This Policy applies to all employees of LOWENCO. The Policy applies in all areas where LOWENCO carries out work. At LOWENCO, we have effective and safe programs to prevent injuries and illnesses in the workplace. LOWENCO wants a safe and healthy working environment, so we protect our working environment, both internally and externally. We review legal risks for all new or modified business activities to ensure compliance with applicable laws in our facilities, products, services, and operations.

We reduce, where possible, the use and application of toxic/hazardous materials and avoid pollution.

We are continuously working to improve our occupational health and safety Policy so that we can help support and develop the world's green transformation.

LOWENCOs objectives:

Physically health, Zero accidents (resulting in sick absence beyond the day of the incident)

Psychological health, well-being Survey average score  $\geq 70$  eNPS 2025-2027: 68-70 (Scale -100 to 100)

Employee survey response rate  $> 95\%$ .

An annual 3rd party Employee satisfaction survey is conducted since 2023, where respondents answer anonymously.

This is done via 'Great Place to Work'.

Low sick leave, diversity and employee development dialogue are also important in relation to psychological health thus LOWENCO systematically monitors these parameters.

### Responsibility

All LOWENCO employees are responsible for ensuring that our Occupational Health and Safety Policy is followed.

Anyone who believes there is a violation or concern about the possibility of work-related injury should immediately report it to their immediate manager. The manager must pass on the concern to the HSE Officer (CPO).

The manager's responsibility:

LOWENCO managers must monitor compliance with the Policy and take action if anything needs to be changed/corrected.

<b>Management System</b> <b>LOWENCO, Bavnevej 10, 6580 Vamdrup, CVR no.: 34582424</b>		Prepared by: PD
		Approved by: ASK Date: 08MAY2025
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**Management must:**

- Develop procedures and monitor compliance
- Set annual targets for the Occupational Health and Safety Policy
- Ensure a thorough introduction before launching new/redesigned products
- Ensure open and responsible communication with employees, customers, neighbours and authorities on occupational health and safety issues
- Conduct employee well-being survey, including statutory Occupational Health and Safety Assessment.
- In cooperation with the health and safety organization, provide relevant and effective training in the field.
- Ensure that employees appointed to have occupational health and safety responsibilities are critically assessed in relation to their background and task before the appointment. There is ongoing monitoring of whether their current job matches the purpose of having occupational health and safety responsibilities.
- Ensure cooperation with customers, suppliers and other partners supports LOWENCO's Occupational Health and Safety Policy
- Ensure that in critical situations (emergency evacuation, work-related deaths, health concerns, etc.), the CPO is informed immediately

**Penalties for violations:**

Violation of the above Policy may have consequences under employment law. It is important that everyone in LOWENCO follows the Occupational Health and Safety Policy, as through the Policy, we want to ensure and develop a good working environment, comply with applicable legislation and thereby avoid criminal sanctions.

**This policy is:**

Reviewed when needed or at least annually.

Approved and hereby signed of LOWENCO's CPO:



Anders Skarby

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