

ADAPTEO GROUP HEALTH & SAFETY POLICY

Adapteo.

Adapteo Group Health & Safety Policy

Approved by the Adapteo Board of Directors
26 June 2024

Contents

1	Definition of the framework	3
1.1	Background and purpose	3
1.2	Applicability	3
1.3	Status and relationship to other policies	3
1.4	Ownership and changes to the policy	3
1.5	Effectiveness	3
2	ADAPTEO SHALL	3
3	THIS IS ACHIEVED BY	3

1 Definition of the framework

1.1 Background and purpose

The Health & Safety culture in all our operations must be such that those who work with us do not suffer from ill health or are injured because of their work. Every employee should have a work environment that creates well-being and involvement, where they can develop both professionally and as individuals.

1.2 Applicability

The principles defined in this document must be followed by all Adapteo Group subsidiary companies, business units, management and employees. Contract employees of Adapteo Group must also be aware of and shall follow the principles defined in this document as applicable.

1.3 Status and relationship to other policies

This document has been approved by the Board and is a part of Adapteo Group policies. Other whistleblowing related instructions within Adapteo Group shall be in line with the content of this document.

1.4 Ownership and changes to the policy

The CEO is the owner of this document and oversees that other policies and other operational guidelines are aligned with this document and shall propose any necessary changes to them.

Any changes to this document shall be approved by the Board.

1.5 Effectiveness

This document is effective as of 26 of June 2024 and until further notice.

2 ADAPTEO SHALL

- ensure that all decisions and activities are reviewed with Health & Safety focus,
- do not accept any form of bullying or harassment in our workplace,
- ensure that all work environments shall be characterised by openness and all individuals shall be treated equally and with respect,
- strive to constantly improve our work environment with regards to socially, organisational, physical and as well as mental health matters

3 THIS IS ACHIEVED BY

- each employee strives to understand how they can be involved and a positive part of a continuously improving safety culture and speak up if questions occur that do not align
- that managers and supervisors have the right knowledge, skills, resources and capacity to promote a good and safe working environment with visible leadership including respect and care for each person
- that Health & Safety Management is carried out in collaboration and participation between managers, employees and safety representatives as well as subcontractors and consultants
- that all employees receive onboarding and training to be able to work safely and healthy and that we continuously strive to ensure that all receives skills development that promotes a healthy work environment
- that we regularly, and in the event of changes, examine and risk assess both our physical as well as our organizational and social work environment to be able to take the necessary actions to create a safe and healthy workplace
- that all incidents and accidents that occur are reported and investigated with actions based on root cause investigations
- that we follow up our systematic Health & Safety Management System annually and continuously;
- implementing one-size-fits-all collective protection measures and that we also adapt requirements and conditions to each person's ability

- a close dialogue with customers, suppliers and other stakeholders to jointly develop new concepts and rental solutions with Health & Safety focus;
- continuously improve the management system and fulfil legal and other requirements

Adapteo.