

Occupational Health and Safety Policy Kentaur Group

Version 1 - November 25th, 2020

Managers and employees at each level must take responsibility for the parts of the health and safety system that are under their control. Good safety behavior is crucial and involves everyone within the Kentaur Group.

Kentaur is committed to the implementation of occupational safety and health policy. This policy is created as a statement of our commitment, protection and continuous improvement of health and safety at work. Protecting and improving the health and safety of our employees is part of our business policy and the key values of our organization.

The involvement of the top management drives a pursuit of a good safety culture within the Kentaur Group, to enable continuous improvement within the health and safety area. The top management also ensure the necessary resources and communication and collaborate with employees or their representatives in the health and safety area to promote a positive attitude towards health and safety.

The minimum requirement of the Kentaur Group's health and safety work is to meet all applicable laws and regulations.

Kentaur undertakes to:

- implement business processes in a way that ensures the health and safety of employees and all others (including visitors, suppliers and the wider community) who may be affected by our processes.
- plan risk management for health and safety at work.
- establish procedures in a way that is safe and risk-free for any person.
- continuously improve the occupational safety and health management system.
- train employees to perform the process in a safe manner in accordance with prescribed procedures that lead to the prevention and elimination of occupational diseases and injuries at work. Employees must use personal protective equipment, apply control measures and report on it. Traffic routes in the workplace must be safe for any person.

The policy is binding for all employees. It is every employee's responsibility to report unsafe situations, near misses and accidents to the management and they should be able to do so without reprisals. Competence and ability to identify risks should be achieved by adequate education, training or experience.

This Occupational Health and Safety Policy has been adopted by the Board of Directors of Kentaur A/S December 7th, 2020

