

Health & Safety Policy

In H+H we embrace our guiding principles to:

- Protect the health & safety of our employees, contractors, visitors, and our neighbours.
- Maintain the security of our people and our assets.

At H+H we believe:

- We must strive to achieve ZERO HARM to our people, contractors, suppliers, and visitors.
- That every incident is preventable.
- Nothing we do is so important that we cannot prevent harm and take our time do it safely.
- All aspects of our health & safety performance can be continuously improved.
- Our expected behaviours will be adopted and followed by everyone on our sites and locations.

In addition to compliance with local and national laws and regulatory requirements, we will pursue the following objectives in close co-operation with our customers, suppliers, and distributors to:

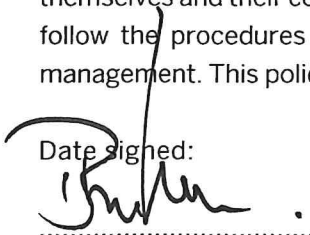
- Ensure that all activities are conducted in a manner which is consistent with H+H Health & Safety Procedures and Standards.
- Ensure that business activities are conducted to achieve ZERO HARM.
- Protect people, assets, intellectual property, and critical information from accidental or deliberate harm, damage, or loss.
- Openly communicate on the nature of our activities, encourage dialogue and report progress on our health & safety performance.

To achieve this, we will:

- Set challenging targets and measure progress to ensure continuous improvement in our health & safety performance.
- Provide safe and healthy workplaces for our employees and contractors.
- Ensure appropriate resources are available to enable us to meet all our agreed targets and objectives.
- Provide information, instruction, and training to enable employees to meet their responsibility to contribute to achieving ZERO HARM.
- Provide appropriate health & safety information to all contractors and others who work for us, handle our products, or operate our technologies.
- Implement management practices to enhance security throughout the industry value chain.

To help H+H meet our ambitions everyone is responsible for ensuring they work in a manner that is safe for themselves and their colleagues. It is every employee's responsibility to use equipment provided safely and follow the procedures and training to facilitate their work in a safe manner as directed by their line management. This policy applies throughout the H+H Group

Date signed:



Jörg Brinkmann
CEO



RESPONSIBILITY

The Managing Director of each legal entity is responsible by law for the working environment in the legal entity and for establishing a safety organisation, which as a minimum fulfils the national legislation. The Managing Director has the responsibility to ensure the implementation of a national health & safety policy encompassing the national legal requirements.

With respect to our production and related operations such as Research & Development, packaging, storage work and logistics (Operations), the Managing Director has delegated this responsibility and authority to the operational organisation by appointing an Operations Director for each H+H entity as Health & Safety Officer. The Health & Safety Officer must keep themselves informed about health & safety matters within H+H and assist the entity's Managing Director in proper actions responding on all important events within health & safety. For the commercial and administrative activities, the responsibility remains with the Managing Director with support from the Operations Director.

COO of H+H International A/S coordinates the Group's activities within health & safety and assists the H+H entities in health & safety matters within their operational, commercial and administrative activities.

Whilst formal legal responsibilities exist in each location within H+H and the arrangement of the correct training, tools, and PPE (Personal Protective Equipment) RPE (Respiratory Protective Equipment) is a management duty, it is a key principle that every employee is responsible for ensuring they work in a manner that is safe for themselves and their colleagues. If anyone feels they are not correctly trained and authorised to perform their work task, that they do not have the correct tools for the job or have inadequate PPE, they must discuss this with their line manager. It is every employees' responsibility to work safely and to use equipment and PPE provided to them and as directed by their line management. Every employee is authorised to stop work, they think might be unsafe.

To help H+H meet our goals everyone is responsible for:

- Ensuring they work in a manner that is safe for themselves and their colleagues
- Using equipment provided to facilitate their work safely and as directed
- Reporting all accidents and incidents, however minor as soon as they occur
- Reporting near misses that have the potential to cause harm to themselves or others
- Follow all authorised operating procedures and instructions to carry out tasks or operations safely



CORE GUIDING PRINCIPLES

The following core principles are the foundation for H+H's way of working:

- The H+H International A/S Board of Directors believe we must strive to achieve ZERO HARM for our people, contractors, suppliers, and visitors.
- The H+H International A/S Board of Directors believe that every incident is preventable.
- We ensure compliance with all local and National health & safety regulations.
- We take a proactive stand on non-compliance and other risks related to health & safety.
- Safety Improvement Plans with delivery dates and responsible personnel identified will address known non-compliance.
- Plant, processes and equipment in our working environment will be continually assessed to determine the level of risk to all stakeholders and that the control measures identified are implemented.
- If there is reason to believe that any established exposure limit is being exceeded, measures will be taken to prevent exceeding such limits. If such measures are impractical or insufficient, further control measures will be determined and implemented.
- Where we know the use of hazardous materials may cause chronic ill health effects, measuring and monitoring of the substance/s will be carried out annually. The measures and monitoring will assess that the controls in place are suitable and sufficient and are operating efficiently and effectively to minimise occupational exposure to the hazardous substance/s.
- Employees shall be trained to ensure they work towards our goal of ZERO HARM.
- The COO will review and survey health & safety in the Group's facilities on a rolling 3-year programme. The Managing Director of each H+H entity shall make an annual health & safety survey with regards to the entity's offices.
- A report on internal health & safety for each plant and office should be presented annually to the Global Leadership Team and all known risk areas highlighted during review.
- Lost Time Incidents (LTIs), Total Reportable Incidents (TRIs) and Near Misses (NMs) will be reported, formally documented and in the case of LTIs, TRIs and High Potential incidents (HiPo), include a root cause analysis and learning points to prevent reoccurrence. All events formerly reported will be followed up and shared with all sites across the group.
- The regions Operations Director shall, through agreed reporting lines and in accordance with our 'Accident and Incident Reporting' standard, notify the COO and the Group Health & Safety Manager of any incident which have resulted in an LTI, TRI or HiPo.
- Health & safety statistics at group level are reported monthly to the Board of Directors of H+H International A/S and progress against our targets are monitored.
- To achieve ZERO HARM we will, to the best of our ability, eliminate physical injury and improve mental wellbeing at work, correct damage to plant and equipment, continuously improve and optimise our processes and prevent or minimise the impact from activities on our working environment.

Together we will prevent the preventable

