

		Document id: MS.002
		Version: 6
Responsible: HSEQ/Management	Reviewed by: HB/MO/LES/HDA	Revision date: 04.11.2025

Health and Safety Policy and Objectives

Purpose

The purpose of this procedure is to ensure that Vento has established a clear Health and Safety Policy and to ensure that the Policy is communicated to all employees/subcontractors and other relevant interested parties.

Scope

This policy applies to all employees, subcontractors, and at all locations where Vento Energy Support operates.

Health and Safety Policy

It is Vento's objective to offer an attractive workplace where health, safety and continual personal development are in focus.

We are committed to:

- Continuously improve the working environment of our employees/subcontractors
- Complying with applicable laws and other relevant requirements
- Providing a safe and healthy working environment for all our employees/subcontractors
- Continually strive to improve the working conditions for all employees/subcontractors. The main objective is that all activities and tasks are performed without occurrence of accidents or other incidents that causes risks to health or direct loss
- Prevent damage and work-related injuries
- Comply with applicable requirements of VCA/SCC** 2017/6.0 for projects in the BeNeLux
- Comply with applicable requirements of ISO 45001

We therefore expect all employees/subcontractors to take responsibility and learn from their own and others' mistakes. In the daily work, employees/subcontractors are also responsible for constantly focusing on possible improvements to specific operations, procedures and working environment and hereby contributing to a safer and better workplace.

It is the responsibility of the employees/subcontractors to consider own and colleagues' health and safety.

Health and Safety Objectives

A healthy and safe working environment is a key factor for Vento. We monitor several conditions to ensure our employees/subcontractors are not injured or exposed to unhealthy or unsafe working conditions.

- It is our Objective to have zero lost time incidents
- It is our objective that our general sickness absence is below 2 % including all departments.
- Employee turnover is a valuable measurement on employees satisfaction in Vento. It is our objective that the churn must be maximum 25%.

The Health and Safety Policy and objectives are available on the company's website to ensure availability to all interested parties.

Signed: _____



CEO: Henrik Brink