



# GROUP OCCUPATIONAL HEALTH AND SAFETY POLICY

Approved by Executive Management, November 2024  
Version 1.0



# Introduction

At Wrist, ensuring a safe and healthy workplace is a critical aspect of our operations. We recognize the importance of fostering a safety culture and prioritizing preventive measures. Our health and safety policy, along with regular training sessions and ongoing workplace assessments, underscores our commitment to this endeavor.

We understand that encouraging a productive work environment relies on every employee feeling secure and valued. Our internal procedures emphasize efficiency, quality and safety through strict protocols and risk assessments. We maintain clear channels for reporting safety concerns, prioritizing transparency and accountability.

By upholding these standards, we not only meet all legal obligations but also aim to surpass them, pushing ourselves to set higher benchmarks. Our dedication to safety and health drives continuous improvement, positioning Wrist as a leader in operational excellence and employee well-being.

“ We see it as our responsibility and top priority to ensure the well-being and safety of our people, enabling everyone to come to work confidently and return home safely every day.”

Jens Holger Nielsen, Group CEO

# What we do

- > Every employee undergoes mandatory safety training during onboarding, with regular refreshers to ensure updated knowledge and practices.
  - > Management plays an integral role in safety meetings, ensuring that safety is not just a priority but a key factor in all decision-making processes.
  - > We foster an open culture where employees can freely report hazards and incidents without fear of retaliation, promoting continuous improvement.
  - > External parties, including contractors and visitors, are provided with clear safety guidelines and are held to the same stringent safety standards as our employees.
  - > We regularly conduct worker dialogs, surveys and assessments to identify potential risks and evaluate employees' perceptions of their health and safety conditions. Employees are directly involved in shaping safety policies and procedures, ensuring practical and effective solutions that reflect on-the-ground realities.
- > We continuously monitor and evaluate our health and safety management system through defined performance metrics, ensuring ongoing effectiveness and alignment with industry standards.
  - > A safety committee with representatives from all business units ensures that safety practices are consistently applied across the organization. Additionally, a designated safety officer is appointed at each business unit to oversee and manage their own compliance with safety guidelines.

## Compliance and Implementation of Policy

This policy covers the Wrist Ship Supply Group and was developed in November 2024. All employees must keep themselves informed about and follow this policy, and remain flexible to adjustments as deemed necessary or advisable.

Annual reviews of this policy are intended.

## Country-specific Guidelines and Procedures

This policy may be supplemented by country-specific guidelines and procedures to ensure implementation and compliance, such as country policies, guidelines or employee handbooks.

A designated safety officer is appointed in each location to oversee and ensure adherence to these guidelines and procedures.





# Policy Approval and Revision

**Revision number:** 1.0

**Revision date:** November 2024

**Next review date:** November 2025

**Approved by:**

**Jens Holger Nielsen, Group CEO**

**Date:** November 2024

Handwritten signature of Jens Holger Nielsen in black ink, positioned above a horizontal line.

**Anders Skipper, Executive Vice President, Group CFO**

**Date:** November 2024

Handwritten signature of Anders Skipper in black ink, positioned above a horizontal line.





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