

## **Policy on Health and Safety**

In Royal Greenland, we want to protect the health and well-being of our employees by creating a safe and healthy work environment. We work in both cold conditions and with heavy equipment and a good work environment is therefore important in our company and a basis for both well-being and work effort.

We commit to proactively promoting health and safety(H&S) by creating a zero-accident culture, managing, controlling and eliminating work-related risks and implementing the principle of continuous improvement in our safety work.

### **Group goals on health and safety**

- Minimize occupational accidents and occupational disease
- Develop a Group health and safety management system
- Improve reporting of accidents and near-miss incidents
- Offer health and safety training for managers and employees
- Train H&S representatives and managers in accordance with national health and safety law
- Promote an open and honest dialogue between managers and employees

### **Management system and the principle of continuous improvement**

Royal Greenland will build and ensure quality through a Group management system using frameworks and principles in recognized standards. A health and safety team are set up as responsible for preparing Group procedures, supporting implementation and the collection of data for occupational accidents reporting.

Risk assessments, action plans and follow-up within health and safety are carried out locally and in accordance with procedures. All health and safety initiatives are handled timely and they must be available to the relevant parties both locally, regionally and at Group level.

Evaluation and approval of progress and results are reviewed at least once a year by the CSR Steering Committee.

### **Occupational accident reporting**

All employees in factories, vessels and offices must report occupational accidents and near-miss accidents. Managers must document and report occupational accidents and near-miss accidents in accordance with Group procedures as well as national and local laws.

The health and safety team are responsible for the annual reporting to the Executive Board.

### **The local safety committees and the Head Safety Committee in Greenland**

In factories, vessels and offices, local safety groups and committees are set up, with the function to identify, control and avert safety risks in their daily work.

The local safety committees, including the health and safety representative, should be involved in carrying out risk assessments and internal audits in the production as well as when preparing action plans.

In the event of a work-related accident, local safety teams and committees must discuss the accident, re-assess the risk and prevent new accidents from occurring. It is the responsibility of the local manager to ensure that the implemented initiatives work as intended.

In Greenland, a Head Safety Committee supports the function and work of the local safety committees. The Head Safety Committee must collect and share good practices and evaluate the results of the local committees. This knowledge is shared with the health and safety team and the CSR Steering Committee.

### **Training**

All managers and employees must receive relevant training to perform their tasks related to health and safety work. All appointed occupational H&S representatives and H&S leaders of safety committees must participate in the statutory occupational health and safety training.

To create a zero-accident culture in the workplace, managers and employees are trained in safe working methods, the use of protective equipment and the implementation of general work routines that reduce the risk of work-related accidents. In addition, managers and employees are trained to optimize well-being in the workplace through open and honest dialogue.

### **Responsibility**

This policy defines the basic commitments that Royal Greenland must meet in order to manage health and safety in factories, vessels and offices.

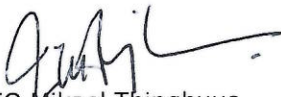
All employees have a responsibility to comply with local and national laws as well as procedures applicable to Royal Greenland.

Risk management and related health and safety tasks can be delegated. However, local and regional managers in the operating organization are always responsible for following up and initiating improvements.

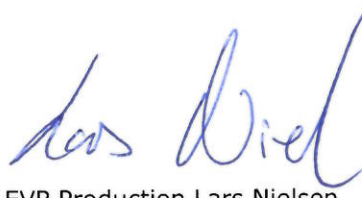
The Executive Board holds the final responsibility.

The Policy on Health and Safety applies to all employees in Royal Greenland.

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CEO Mikael Thinghuus



EVP Production Lars Nielsen



CFO Nils Dujus Kinnerup



EVP Sales Bruno Olesen