



Eltronic Group
ENGINEERING IMPACT

Work Environment Policy

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1 Scope

This policy applies to all Eltronic Group A/S-related companies. If a company stipulates a policy in compliance with separate laws and regulations, this policy can be denied.

2 Basis

The basis of this policy is ISO 45001:2018 and local national law.

3 Purpose

This policy is aimed to uphold the minimum compliance with local national law and is to be assimilated by companies, to follow ISO 45001:2018 regarding management system and certificate.

4 Target

Eltronic Group's subsidiaries are expected to comply with this policy and are requested to formulate targets for this.

5 Ownership

This policy is owned and governed by the COO, QHSE Director, Sustainability Consultant, or higher-level management within the company.

6 Evaluation

The policy must be evaluated at least once a year in compliance with request in ISO 45001:2018. An evaluation must also be performed if there are planned or have been severe changes in organization and/or strategy.

7 Policy

It is the policy of the group that we show through our actions the utmost conviction in ensuring that none of our employees or those working under our management or direct sphere of influence are subject to physical and psychological harm.

We will ensure that due diligence is shown in all safety-related matters, working both on-site and off-site.

7.1 Policy Statements

We will live up to our policy by:

Ensuring that safety rules, as the lowest denominator, are based on applicable legislation and that these rules are known by all parties.

Assigning necessary resources for effective and relevant handling of the work environment including technology and knowledge and ensuring continuous improvement.

Demonstrate 0 tolerance towards discriminatory and abusive behavior as well as ensure adaptation of needs for the individual employee to the greatest possible extent

All subsidiaries must prevent work-related injury and/or illness. Consultate and involve workers in this work.

7.2 Group Targets

1. To have or to become ISO45001 certified for selected sites.
2. To enhance safety understanding through training of employees across sites and regions.
3. Safety walks are to be performed via controlled procedure and following the agreed target.
4. LTIF - 10 % yearly reduction.
5. Yearly survey on well-being distributed to 80% or more of our employees, with no less than 80% response.