Occupational Health & Safety Policy

September 2026

Occupational Health & Safety Policy

Introduction

emagine Consulting A/S, Reg-no. 26 24 96 27, and its subsidiaries and associated companies (collectively the "Group") and employees are required to comply with this Occupational Health & Safety Policy.

Our Goal

To ensure that all business activities of the Group always provide adequate provisions for OH&S for our employees and consultants while they are at work and to provide a safe and healthy working environment, by eliminating hazards and reducing OH&S risks.

Policy

We believe all injuries and incidents are preventable – and our goal is to reduce injuries, occupational illnesses, and environmental incidents to zero.

We will:

- Conform to the relevant legislation and codes of practice
- Ensure that all business activities of the Group always provide adequate provisions for OH&S for our employees, consultants, contractors, and visitors while they are at work or present on Group premises, and to provide a safe and healthy working environment
- Eliminate hazards and reduce OH&S risks
- Actively promote employee consultation and participation in OH&S matters
- Accurately report and record all workplace incidents and injuries
- Provide a safe and healthy working environment
- Provide information, supervision, and training when required – especially regarding fire protection.
- Insist that safe work methods are always used
- Provide continuous improvement in OH&S standards

As individuals, we must all:

- Practice safe work methods, instructions, and rules
- Be active in promoting a safe workplace
- Report any unsafe conditions and equipment
- Follow all safety instructions relevant to your specific work tasks and environment.
- Use equipment responsibly and report any defects or unsafe conditions.
- Where risk assessments identify the need for protective equipment, such equipment will be provided, and instructions must be followed.
- Use workplace ergonomics as instructed
- Ensure that no action or initiative will cause harm to any other person

Document Specification

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Last validated by:	Kenneth Wegner

REVISION HISTORY

This Health & Safety policy is reviewed to ensure its continuing relevance to the systems and process that it describes. A record of contextual additions or omissions is given below:

Version	Summary of Changes	Revision Author	Date
1.0	Document Creation	Jesper Diget	11/2023
1.1	Review and update	Jesper Diget	12/2023
1.2	OH&S goal added, CGO removed, target updated	Monika Jarosz	02/2024
2.0	Review and update – format, purpose, goal, removed policy review, miscellaneous, policy objective paragraph	Izabela Świątek	10/2024
3.0	Review and remove information regarding Annexes, removing Annex 2	Izabela Świątek	04/2025
3.1	Review and update of commitment to adjust to the emagine's strategy	Izabela Świątek	03/2026
3.2	Add the commitment for external persons visiting emagine premises	Izabela Świątek	09/2026

APPROVAL

Name	Position	Signature	Date
Anders Gratte	CEO	DocuSigned by: Anders Gratte 6DB405CAF4EA4FD...	24-09-2026