

HJHansen's Occupational Health and Safety Policy

- | HJHansen Genvindingsindustri A/S (HJHG) strives to establish and maintain a safe and healthy working environment for its employees.
- | Consideration for health and safety is an integrated and fundamental part of the company.
- | The occupational health and safety organisation is consulted, contributes actively, and makes decisions on relevant health and safety matters.
- | All other employees are encouraged to report incidents, hazards, risks and opportunities for improvement.
- | HJHG is committed to continuously improving the working environment by eliminating hazards and reducing occupational health and safety risks.
- | Focus is placed on the prevention of accidents through the analysis of accidents and near-miss incidents.
- | There is also a focus on preventing long-term exposure and work-related wear and tear.
- | Legal requirements and other obligations are complied with, and constructive cooperation with stakeholders, including the Danish Working Environment Authority, is encouraged.
- | HJHG requires subcontractors to comply with the company's occupational health and safety rules.
- | Occupational health and safety activities are managed through an integrated management system, through which employees are involved via training, information and participation.
- | All employees (salaried staff) are offered annual development reviews, and older employees are offered senior development discussions.
- | The occupational health and safety management system, which is certified according to DS/EN ISO 45001:2018, is continuously improved to maintain the effectiveness of the system.

Departments Covered

- | All departments and all activities within HJHG are covered by the Occupational Health and Safety Policy.

Management Commitments

- | To ensure that the Occupational Health and Safety Policy is understood and complied with throughout the organisation.
- | To ensure that the Occupational Health and Safety Policy and occupational health and safety objectives are aligned with the company's framework, operating conditions and strategic direction.
- | To ensure that employees are protected from reprisals when reporting incidents, hazards or risks.

- | To support the establishment and functioning of the occupational health and safety committee as well as other forms of employee involvement.
- | To ensure that the necessary resources, including qualified personnel and relevant equipment, are available so that the objectives can be achieved.
- | To ensure that the occupational health and safety management system is effective.
- | To ensure that the occupational health and safety management system is reviewed at appropriate intervals.
- | To promote continuous improvements in the area of occupational health and safety.