

POLICY FOR OCCUPATIONAL HEALTH AND SAFETY



BY APPOINTMENT TO
THE ROYAL DANISH COURT

Harboe

HARBOE BREWERIES

POLICY FOR OCCUPATIONAL HEALTH AND SAFETY

Occupational Health and Safety

The Harboe Group proactively strives to protect human health and wellbeing, to provide a healthy and safe working environment and to ensure the highest level of protection and preservation of its assets and the environment. The Group is committed to promoting a zero-accident culture and takes all reasonable measures to assess and control the potential risks of its operations, including process and occupational health and safety risks. This policy defines the fundamental requirements for the management of Health & Safety performance in all Harboe Group's business activities, thereby eliminating or mitigating risks to prevent occupational injuries and illnesses.

All sites within Harboe Group must comply with national and local laws and regulations, as well as with the provisions of this policy.

Scope

This policy applies globally to all personnel of all entities controlled by the Harboe Group. It also applies to external workforce and suppliers whilst at Harboes Group sites.

Health and Safety Management System

Harboe Group sites must have a health and safety management system in place. The system should be based on recognized standards like ISO 45001 or similar.

Health and safety organization

In order to support a robust zero-accident culture, the Harboe Group establishes local health and safety organizations to provide specialist advice to all relevant personnel.

Organisation & Responsibility

All people leaders must regularly observe work in progress and give feedback to their teams, acknowledging safe behaviors and addressing unsafe conditions and behaviors.

All employees are trained to ensure safety and health at work to the best of their ability. Everyone must follow the accident prevention regulations and the instructions and information given in the company. Existing protective devices and protective equipment provided must always be used.

Guidelines

As an integral part of managing the business, managers at all levels are responsible and accountable for managing workplace health and safety with strong leadership and credibility. They must lead by example and ensure that employees are actively involved in Health & Safety programs and initiatives. At

the same time, employees are expected to engage with those activities, contributing to a sustainable zero-accident culture. Employees are empowered to:

- Stop production, warehousing and distribution activities and/or put any task on hold if they judge that it is not safe enough to proceed, until a competent person takes appropriate risk control measures.
- Communicate unsafe conditions in the working environment to management.
- Challenge any unsafe acts that they observe.

All sites must have systems in place to proactively communicate with employees, external workforce, suppliers and other stakeholders about health and safety. Where appropriate, education and training must be provided to ensure that they are prepared to perform their tasks safely.

Accident analyses and evaluation

All accidents and all reported near-accidents are analyzed. All relevant health and safety incidents, including occupational injuries and illnesses, as well as process safety incidents, must be recorded, analyzed and communicated as required by local legislation and by the Harboe Group's standards and procedures. Deliberate and willful concealing of incidents is not acceptable and may result in disciplinary action. Management must keep accurate records of reported incidents, ensuring proper classification, reporting, communication, analysis and follow-up.

Accident prevention

Management must ensure that reasonable and appropriate actions are taken to contain the consequences of an incident and prevent its recurrence.

Emergency planning and response: Emergency response procedures must be established, maintained and tested annually at all Harboe Group sites.

Instruction and training on how to proceed in an emergency must be provided for all relevant personnel, including the external workforce.

Harboe Group sites must communicate with local communities and their emergency services, providing them with the relevant information to allow adequate planning for a response at community level.

External workforce and supplier management

Health and safety management must always be taken into consideration in supplier and external workforce (builders etc.) selection processes. The contracts must be explicit about the Health and Safety requirements to be fulfilled.

External workforce entering Harboe Group sites must have sufficient relevant information and training and be properly equipped to execute their tasks safely.

External workforce must follow all applicable Harboe Group rules and procedures while at Harboe managed sites.

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