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SAN Electro Heat a/s Health and Safety Policy

At SAN Electro Heat a/s all employees are a valued resource. Through the work environment certification, ISO 45001 we wish to ensure a foundation for developing and maintaining a good physical and mental work environment in the company, so that the employees feel good, and no one gets ill because of their work. We adhere to the policy that NIBE Group has laid out for the organization on this field:

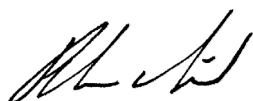
At SAN we do not compromise on health and safety issues. We follow national legislation as a minimum level and respect internationally agreed principles. We want our employees to perceive the workplace as secure, developing and stimulating. Through health promoting activities, we want to inspire our employees to affirm their own well-being.

Work related accidents that result in injuries cause unnecessary suffering for the individual and loss of productivity for the company. This makes a safe working environment into a strategic matter. Our ultimate goal is to have workplaces entirely without health hazards and injuries. Hence, we will work systematically to continually improve the working environment.

Focus shall be put on preventive measures and the employee's individual responsibility for his or her own safety. The responsibility to uphold regulations is delegated through the organization. Leaders shall consistently lead by example. Health and safety shall be part of the agenda on shift meetings, daily production meetings, department meetings, management group meetings, board meetings and other relevant meetings.

A person knowledgeable within health, safety and relevant legislation, shall be appointed as coordinating the health and safety work as well as the Safety Committee. All leaders shall receive training in systematic health and safety work. Co-workers shall receive information about risks and relevant training in safe behavior. Visitors and contractors shall receive enough information to be able to carry out their visit or assignment according to our safety rules.

- **We perform risk assessments** to identify and remedy any deficiencies in the work environment, including ergonomics, which can lead to physical or mental health.
- **Occupational hygiene measurements** where exposure of for example gases, dust, noise, solvents or isocyanates. Ensure that proper protective equipment is used and that no statutory limits are exceeded. For work with special health requirements, a physician must give approval before work begins.
- **Safety walks** to detect faults and maintain orderliness. Representatives of the Management team shall participate in safety walks according to scheduled intervals.
- **Targets and action plans** based on identified improvement areas and NIBE Group targets.
- **Regular controls** of firefighting equipment, lifting equipment, forklifts, machines and other devices that might pose a risk when malfunctioning.
- **Reporting** of near misses and injuries. Employees shall be encouraged to report and participate in investigations.
- **Emergency preparedness.** Evacuation drills and review of emergency response plans shall be done at least every year. The results of completed exercises shall be documented and analyzed for improvements.
- **Investments** and other changes shall be made taking into account possible health and safety improvements



Peter Munk
Technical Sales & Quality Manager