

# Policy on occupational health and safety

## 1 Scope

This policy applies to all tasks and activities performed by employees employed by OJ Electronics A/S, in the process of bringing products and services to the market.

In addition, it applies to tasks and activities performed by craftsmen, consultants, temps and others hired by OJ Electronics A/S to perform work on site at headquarters in Sønderborg, in short “externals”.

## 2 Purpose

The purpose of this policy is to describe and convey the position that OJ Electronics A/S takes on occupational health and safety (OHS) and the well-being of its employees, as well as to determine the overall tasks and responsibilities connected to handling occupational health and safety.

## 3 References

Obligations: 950 001 "List of compliance obligations, occupational health and safety"  
Standard: DS/ISO 45001:2018  
Business procedure: 910 001 "Management of occupational health and safety"

## 4 Position and objectives

At OJ Electronics A/S, our employees are the most important resource. We include all relevant factors when we work to ensure the health, safety and well-being of our employees, meaning both physical and mental conditions, including the risk of stress and exposure to bullying and other violations. Our objectives relate to UN- SDG 8.8. We fulfill our compliance obligations, and our overall objectives are to ensure that

- all employees leave work every day just as happy, healthy, and fit as when they showed up.
- all work tasks can at all times be performed in a healthy and safe environment, to prevent work-related injury, illness, and dissatisfaction.
- OJ Electronics A/S is certified according to ISO 45001:2018 and holds a certificate on OHS from the Danish OHS Authorities (Arbejdstilsynet).

Our basic goals are

- no accidents
- at least 60 Near-Miss+Observations registered per year
- average score on well-being/job satisfaction is no less than 80% in half-yearly registration

## 5 Responsibilities

### Top Management team

Top Management team, in accordance with business procedure 910 001 "Management of occupational health and safety", ensures that:

- Compliance obligations are determined, evaluated, and adhered to.
- An OHS organization (Arbejds miljøorganisation, AMO) with employee representatives is established according to Danish law.
- AMO and employees are consulted when establishing new or making significant changes to existing workplaces.

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- at OJ Electronics A/S there is a culture and practice that promotes collaboration and trust between employees and management, so that inappropriate conditions regarding safety, health and well-being can be safely reported and ideas for improvements can be freely put forward. This also means communicating the content and spirit of this policy clearly and distinctly to the organization and stakeholders.
- sufficient resources are allocated to AMO for the organization to be able to perform the tasks assigned to it in accordance with business procedure 910 001 "Management of occupational health and safety".
- Sufficient resources are allocated to the organization as a whole so that the work can be carried out in a safe and healthy manner at all times.
- There is a continual effort to improve the management system, including aspects relating to OHS.
- Objectives on OHS are established in collaboration with AMO.

### OHS organization (Arbejdsmiljøorganisationen, AMO)

AMO is established according to business procedure 910 001 "Management of occupational health and safety". AMO's tasks and responsibilities are described in this business procedure. AMO is responsible for following 910 001 "Management of occupational health and safety".

### Managers

Every manager organizes and plans the work for his/her employees so that the work is carried out in a safe and healthy manner. The manager involves AMO when establishing new or making significant changes to workplaces in his/her area of responsibility. If the manager has questions on legal requirements and other requirements for OHS in his/her area, the manager consults AMO and, if necessary, other expertise in assessing OHS conditions.

### Employees

Every employee helps to ensure a healthy and safe workplace, eliminating hazards and reducing OHS risks for him-/herself and others by:

- seeking information from AMO or the immediate manager if there is any doubt about how the work must be carried out in a safe and healthy manner.
- reporting hazards or conditions that threaten safety, health or well-being to AMO or immediate manager.
- passing on suggestions for improving OHS to AMO.

### Requesters of external labor

The person who requisitions external labor for OJ (eg temps, craftsmen, consultants) ensures that the external is introduced to and complies with OJ's rules on OHS. In particular, craftsmen are made familiar with our booklet "Guidance for external contractors and craftsmen who carry out work for OJ Electronics A/S"

## 6 Approval of the policy

This policy is approved by by Managing Director and Senior Director HR. The collaboration committee (samarbejdsudvalget, SU) is informed of the policy and the goals stated. The collaboration committee can be consulted on the content if approvers find it necessary.

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