

	<b>ISO Certification – 9001 / 14001 / 45001</b> <b>Occupational Health and Safety Policy</b>	Document – <b>KMAS 05.2c</b>
		ISO ref.: 5.2

## Purpose

Approve policy and objectives, implement a continuous improvement of work environment efforts and involve employees, and to comply with relevant legislation, and to provide guidelines for the HCS work environment work in the organization.

The occupational health and safety policy applies to the entire company that has or may have an impact on environmental conditions and the working environment.

The certification according to ISO 45001 applies only to the sections:

- Waste collection - Household waste
- Waste collection – Industrial waste
- Sewer & Industrial service
- Recycling activities
- Recycling & waste product handling

The occupational health and safety management system is based on requirements from customers and authorities as well as on the ISO 45001 Occupational Health and Safety standard.

The HCS occupational health and safety policy is assessed at least once a year and revised if necessary in connection with management's review.

HCS has a clear expectation that everyone in the organization works actively to discuss and promote the working environment in daily life.

A minimum of 4 annual meetings are held in the occupational health and safety organization, focusing on occupational health issues as well as evaluation and improvement of work processes.

The working environment policy is known to all employees as well as others who work on behalf of HCS and are available to the employees on the HCS intranet.

## Responsibility

It is the responsibility of the top management to formulate the quality policy.

## Document Management

Occupational health and safety policy can be found on message boards in the organization and the company's internal network/Intranet.

All contractual documents that are exchanged between customer/provider and HCS are kept in the main archives of HCS.

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**The HCS Health and Safety Policy is:**

- The HCS occupational health and safety policy applies to all conditions and factors that affect or may affect the safety and health of employees or other employees (including temporary employees and subcontractors/suppliers employees), guests or other persons at HCS facilities, or by employees activities covering the business sections; Waste collection, Sewer & Industrial Services, Recycling activities and Recycling & Waste Products and their subcontractors
- Our goal is to closely follow and work for continuous improvement of the health and safety management system and reduction of health and safety effects from the company's activities
- We will reduce the work environment burden by prioritizing preventive efforts for our activities, taking into account our technical, financial and business frameworks, with action plans that ensure continuous improvements
- We will work to create a healthy and safe working environment together with our employees and others who are connected to the company's activities, through continuous assessment and maintenance of workplace assessments (APV). The employees are responsible for their own working environment
- We want our customers to perceive our company as a work environment-conscious company. We therefore want to have an open communication with our surroundings about our working environment conditions
- We want to make sure that our employees and customers/partners are informed about our work environment performance
- We undertake to comply with all regulatory requirements in the field of occupational health and safety and other requirements we have committed to
- Through our work environment management system, our policies, strategies will be reviewed once a year in the management review

The Executive Board, April 2017

Mads Frederiksen, CEO

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