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|  | <b>ISO Certification – 9001 / 14001 / 45001</b><br><b>HCS' Policy for Food Safety</b> | Document – <b>KMAS 05.2g</b> |
|   |   | ISO ref.: 5.2                |

## Introduction

This policy describes our food safety at HCS A/S Transport & Spedition (hereinafter simply referred to as "HCS") and in group-affiliated companies where HCS has a decisive influence. The policy thus covers the entire group and obligates all employees. Food safety includes how HCS handles, stores and transports food. The policy on food safety thus applies in all aspects where we have to do with food.

## Food Safety

As a food transporter, food safety with a uniform mindset and basis in the operating processes is a matter of course for HCS. Our goal is to avoid deviations that could affect the safety and quality of food.

HCS implements food safety procedures through staff training and through information channels on relevant food safety topics. The management promotes the food safety culture and it is rooted in the employees' awareness of which elements are necessary to meet the quality requirements in food logistics.

Adherence to agreed food safety requirements is the responsibility of all employees throughout HCS and is integrated into local management systems involving all stages of the process.

At HCS we will:

- Comply with all legal and regulatory requirements regarding food safety in the countries in which we operate
- Comply with mutually agreed requirements within food safety with customers
- Implement local management plans to monitor our performance and adherence to defined objectives
- Ensure that this policy is communicated, implemented and maintained at all levels of HCS
- Raise awareness, encourage participation and educate employees on food safety issues
- Working with suppliers and customers to adapt to food safety requirements for our services
- Provide resources for the implementation, maintenance and continuous improvement of the local management system and related standards to which HCS is certified.

Currently, HCS is on the way to becoming certified within IFS-Logistics 2.3 (Transport of foodstuffs), and expects to be certified in spring 2023.

## Employment

Food safety dilemmas in HCS must be discussed and assessed by the relevant HCS managers when such dilemmas arise.

Continuous evaluation of own efforts, actions and policies within food safety is carried out. Such evaluation shall include an assessment of whether it is necessary or appropriate to make changes to this policy or relevant procedures in HCS.

January 2023  
Mads Frederiksen, CEO

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