

# The Nordomatic Policy

# Health & Safety

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Document Author: Group Head of People & Culture  
Document Owner: CEO Toke Juul

## About the Policy

Nordomatic's commitment to workplace safety is integral to our DNA. We want all employees to work in a healthy work environment that reduces workplace accidents, improves employee satisfaction and productivity, and enhances our reputation.

Nordomatic fosters a positive, safety-conscious corporate culture through clear leadership, personal responsibility, and a focus on well-defined goals, monitoring, and feedback.

This policy is supplemented by local policies and procedures and applies to all markets in which we operate.

## Roles and Responsibility

At the group level, the Nordomatic Group Head of People and Culture has operational responsibility for ensuring that Nordomatic complies with laws and regulations and provides relevant and professional services and support to the organisation.

All countries have "Work Environment Groups"/representatives who meet regularly to establish an overall plan for the working environment, set instructions for preventing accidents, follow up on incidents, and handle other operational tasks related to Health & Safety. In all countries, we have guidelines for how to act on various sites (customer sites, offices, and cars), and all new employees are introduced to these local guidelines. The appropriate personal protective equipment will be specified in local H&S guidelines and instructions, and will comply with local regulations and actual operational needs.

All local policies are compliant with local health and safety regulations.

Leaders ensure they have sufficient knowledge, mandate and resources to maintain their H&S responsibilities for their team and team members.

Employees are responsible for applying the safety instructions and reporting any identified risks. '

Third parties working on behalf of Nordomatic must comply with all applicable health and safety regulations and adhere to Nordomatic's H&S standards to ensure a safe working environment.

## Identification of key HSE risks

Identification of key HSE risks for our employees is very much aligned with the key HSE risks in the general construction industry, such as:

- ✦ Work at Height, falls from height
- ✦ Materials, tools falling from height
- ✦ Structural collapses
- ✦ Electrical hazards
- ✦ Work in confined spaces
- ✦ Fire and explosions
- ✦ Crane or lifting equipment accidents
- ✦ Traffic accidents

## Emergencies and Incidents

An emergency preparedness and response process enables Nordomatic to respond to accidents and emergency situations in a way that controls and reduces the severity and Impact of incidents.

The local emergency response plan is on the local intranet. As part of the introduction, all new employees are briefed on this plan.

The local emergency response plans may differ from each other, but all contain information about:

- ✦ Key procedures (evacuation, communication, resource allocation, and recovery).
- ✦ Communication Plans (how to alert employees and other relevant stakeholders (clients), disseminate information, and maintain contact during emergencies).
- ✦ Contingency planning (ensure critical functions and services can continue during and after an emergency).

## Training

All employees are presented with the local policy and instructed to follow all procedures. Employees are also trained to use equipment and materials safely and responsibly.

All employees are further instructed to report any hazards, incidents, or near misses to supervisors, and we encourage prompt reporting.

All employees participate in relevant training sessions (new employees and updates for all employees).

## Monitoring

We regularly perform health and safety inspections and review and update the Health & Safety Policy and instructions (as necessary or at least annually). The assessments are carried out locally and in accordance with local legislation.

## Customer Site

Most of our employees visit and work at customers' sites daily or several days per week. Upon visiting a customer for the first time, all employees are presented with the customer's policy and instructions. Our employees sign that we adhere to and comply with these.

## Reporting

It is important to inform management promptly in case of severe health and safety incidents.

Employees, contractors, and third parties must report any workplace hazards, incidents, or near-misses to a supervisor or an H&S representative.

When and where required, all health and safety-related incidents are also reported to the local, responsible authority. We strive for 0 serious incidents across our entire organisation.

## Review and Update

This policy is reviewed and updated annually to remain relevant and practical. All employees, suppliers, and partners are expected to understand and uphold the principles outlined in this policy.

## How to contact us

Please contact your direct manager with any questions regarding this policy.

## Key Messages

**We want all employees to work in a healthy work environment that reduces workplace accidents, improves employee satisfaction and productivity, and enhances our reputation.**

Country-specific policies and regulations will be available.

All local policies are compliant with local health and safety regulations.

Leaders ensure they have sufficient knowledge, mandate and resources to maintain their H&S responsibilities for their team and team members.

Employees are responsible for applying the safety instructions and reporting any identified risks.

Third parties working on behalf of Nordomatic must comply with all applicable health and safety regulations and adhere to Nordomatic's H&S standards to ensure a safe working environment.

Employees visiting and working at customers' sites will adhere to the customers' policies and procedures.