

H+H UK Limited (the "Company") recognises the importance of the health, safety and welfare of its employees, customers, suppliers and the communities within which it operates. To achieve a high standard of health and safety the Company has a pro-active approach that encourages and supports continual improvement by:

- Compliance with legislation, regulations, codes of practice and guidance;
- Establishing the standards, controls and arrangements to facilitate and promote this policy;
- Committing to eliminate workplace hazards and reducing health and safety risks;
- Measuring and reporting on performance;
- Consulting and actively encouraging the participation of workers involvement in the improvement of the health and safety management system;
- Setting improvement objectives and targets;
- Committing appropriate financial and physical resources to support achievement of these objectives.

Health and safety are of paramount importance to the Company's management and is regarded as the primary business objective. The Company sets objectives and targets which are reviewed at appropriate intervals to determine performance trends and identify continual improvement opportunities.

The Company is committed to ensuring that the potential for ill-health arising from its activities or premises is minimised so far as is reasonably practicable and to implement appropriate health surveillance to include statutory health surveillance programmes as required under health and safety legislation.

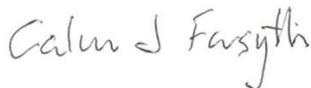
The Company's management takes responsibility for ensuring that all reasonable steps are taken to safeguard all persons from risks associated with the Company's activities. It is also the duty of all employees to ensure the safety of themselves and others. Furthermore, it is the duty of employees to co-operate with management in complying with this policy and legal requirements. All employees are encouraged to contribute towards the continual improvement of the health and safety performance of the Company by their day-to-day actions.

The Chief Operating Officer (COO) of H+H International A/S coordinates the Group's activities regarding Health & Safety, supports and assists the Group entities in Health & Safety related matters within operations, commercial and administrative activities.

The Managing Director of H+H UK Limited is ultimately responsible for health and safety within the Company. In the UK the Managing Director has appointed the Operations Director to be the Safety Director, to facilitate and monitor the operation of this policy. All employees are encouraged to communicate any opportunities they have identified for health and safety improvements to their Line Manager, Health and Safety Manager or to other Directors or Managers.

The responsibilities of management and individuals and this policy are highlighted in induction training, which is also used to inform new employees where they can refer to this policy and associated safety documentation. Induction training includes coverage of safety topics specific to the Company's activities and is repeated as refresher training for existing employees. Training in health and safety is undertaken to ensure that all employees are equipped to support the aims of, and comply with, this policy.

This policy statement and other health and safety documents are incorporated in the Company's Integrated Management System, reviewed at least annually and revised as necessary. Changes will be made considering new legislation, stakeholder feedback, operating practices, specifications and technology.



**C. Forsyth**

Managing Director

Dated: 16<sup>th</sup> February 2026