



HSE POLICY

Copenhagen Group A/S has been an active subscriber to the United Nation's Global Compact since 2009.

Copenhagen Group A/S, including its subsidiary companies, deploys an overall QHSE Management System complying with ISO 9001:2015 on quality management, ISO 14001:2015 on environmental management and ISO 45001:2018 on occupational health and safety management to fulfil its mission and the expectations of its customers, employees and communities based on the following principles:

- Copenhagen Group will inspire and empower its employees to take responsibility for their actions and for their fellow employees to prevent injuries, illnesses, and adverse environmental impacts, and create a safe, healthy, and environmentally responsible workplace.
- Copenhagen Group will consult with its employees on a regular and annual basis to improve occupational health and safety in the workplace.
- Copenhagen Group will provide value to clients by tailoring Health, Safety and Environment (HSE) processes to customer needs and requiring Copenhagen Group employees and subcontractors to deliver projects that identify HSE requirements and commit to compliance with applicable HSE laws and regulations, company standards, and external requirements.
- Copenhagen Group will develop and use safe systems of work that are environmentally sustainable and supported by clearly documented procedures and audited systems.
- Copenhagen Group will be committed to pollution prevention by offering its customers with sustainable solutions.
- Copenhagen Group will ensure that all relevant international, national and local legislation, regulations, requirements and standards are respected and adhered to in the daily work.
- Copenhagen Group will assess and continually improve its QHSE Management System to achieve and maintain world-class performance by setting and reviewing objectives and targets, reporting performance metrics, and routinely evaluating the System.

Copenhagen, Denmark 1 December 2020

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Date 1 December 2020

Ref. HSE Policy