



TOPSOE

GLOBAL HEALTH & SAFETY POLICY

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At Topsoe, caring for people is an integral part of our values and of our ambition of Zero Harm. We are committed to continuously preventing and reducing the risk of injuries or illness to all our colleagues, contractors and the partners we work with outside of Topsoe. We uphold high Health & Safety standards and are committed to ensuring everyone goes home safe and well.

Zero Harm is an ambition we all share, and everyone at Topsoe must take ownership through action in their daily work and through long-term planning. We also consider mental health and well-being to be as important as physical health and safety.

To support these commitments Topsoe's Management, supported by all employees, are required to ensure we will at a minimum:

- Comply with all applicable Health & Safety laws and regulations where we operate and follow Topsoe's specific

Health & Safety rules, requirements, and procedures

- Integrate health, safety and mental well-being as a natural part of our work
- Proactively identify and mitigate risks in our work environment to prevent work-related accidents
- Foster a workplace where employees can thrive, remain motivated, and maintain a healthy work-life balance
- Align company and site operations with Topsoe's goals, objectives, and best practices for workplace Health & Safety protection
- Empower employees to act, including STOP WORK AUTHORITY when health or safety risks are identified and encourage their active participation in Health & Safety matters to maintain a strong Zero Harm culture

- Promote effective communication, cooperation, education, and training to maximize employees' contribution to achieving high Health & Safety standards
- Report and analyze all work-related hazards, near misses, incidents, and regulatory findings, and conduct investigations to identify root causes and implement corrective and preventive measures to prevent recurrence
- Maintain an effective emergency preparedness and crisis management process
- Continually improve our performance in Health & Safety by setting objectives and monitoring progress at each location within the group
- Maintain open and transparent dialogue with employees, authorities, customers and other external stakeholders on

Health & Safety matters related to our activities

If you are in any doubt about the policies or procedures that apply to you or your colleagues, please contact your local HSE manager or your line manager.

Elena Scaltritti
Chief Executive Officer

Mike Box
Vice President, HSSE

Andreas Bruun Jørgensen
Chief Operating Officer

Kim Saaby Hedegaard
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