

Occupational Health and Safety Policy

Purpose:

The Occupational Health and Safety Policy forms the basis of Carl C. A/S's commitment to meeting the requirements of ISO 45001 and to operating the company responsibly according to good occupational health and safety practices.

At Carl C. A/S, our employees are our most valuable resource, and we prioritize a working environment characterized by trust, cooperation, and respect. We actively strive to maintain a safe, healthy, and inclusive environment where everyone enjoys equal rights regardless of gender, age, nationality, religion, or political beliefs.

We have zero tolerance for forced labor, child labor, corruption, and bribery. Employees are offered fair conditions in terms of pay, working hours, and sick and parental leave.

To ensure a safe working environment, we conduct regular safety inspections and actively involve employees in decisions that affect their work. Open communication and employee input are key elements in creating well-being and an environment where everyone can perform at their best.

Occupational Health and Safety:

Carl C. A/S is committed to providing a safe and healthy workplace where risks are prevented and employees can work with confidence. We conduct regular risk assessments and safety inspections, ensuring that all employees have the necessary knowledge and training to work responsibly.

To prevent workplace accidents and strain—especially related to heavy lifting—we apply safe working methods, use technical aids, and adapt tasks as needed.

We expect our suppliers to follow the same principles and protect their employees through safe work processes, proper equipment, and compliance with applicable regulations.

Working Hours and Time Registration:

Carl C. A/S ensures a healthy work environment by organizing working hours in accordance with legislation and collective agreements. Through time registration and clear guidelines for flexible and overtime work, we safeguard the balance between work and leisure and prevent overwork.

Responsible Business Conduct:

Section 02: Organization and Management:

Prepared by.: FTJ

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Amended:

Date:

Approved of: ATJ

Carl C.'s Code of Conduct commits us to conducting business with integrity and respect for human rights. Employees and suppliers are expected to adhere to these principles and ensure they are applied throughout the entire value chain.

Legislation and Ethics:

All applicable laws, regulations, and standards must be complied with. Corruption, bribery, and unethical behavior are not tolerated.

Working Conditions and Human Rights:

Discrimination, forced labor, and child labor are prohibited. Employees have the right to free association, workplace safety, and fair pay and working hours.

Psychological Work Environment:

Carl C. A/S actively works to prevent bullying, harassment, and stress through open dialogue, leadership training, and well-being initiatives.

Pregnancy Policy:

Carl C. A/S ensures that pregnant employees can work under safe conditions. Tasks may be adjusted as needed, and employees are encouraged to inform their manager early so that solutions can be found together. Everyone is expected to show consideration for pregnant colleagues.

Reporting and Learning:

Accidents, near-misses, and observations are systematically recorded and used for continuous improvements in safety and workflows.

Smoking and Alcohol Policy:

Smoking, including e-cigarettes, is not permitted indoors on Carl C. A/S premises. Smoking outdoors is only allowed in designated areas where ashtrays are provided, and always with consideration for the surroundings.

The consumption of alcohol (including non-alcoholic beer) or intoxicating substances is not allowed on company premises or during working hours. Alcohol may only be consumed at social events or special occasions outside working hours and only with management approval.