



HEALTH, SAFETY & ENVIRONMENT POLICY

Data Respons Solutions' HSE vision is that all employees, through professional and responsible attitudes and choices, contribute to zero injuries and accidents.

PURPOSE OF THE POLICY

The purpose of the policy is to describe Data Respons Solutions' policy related to HSE.

RESPONSIBILITY

It is Data Respons Solutions' Managing Director who is responsible for HSE policy.

REPORTING

Key HSE figures are reported to group management every month and to the management's review in accordance with ISO 9001. All reported data forms an important basis for our strategic HSE work.

OBJECTIVE

Through systematic and targeted HSE work, Data Respons Solutions will have a professional approach to HSE with a focus on improvement measures which results in a safe and inclusive working environment and improved profitability for the group.

Data Respons Solutions operating environment has a low to medium risk of accidents. We place great emphasis on promoting a corporate culture that creates a safe and healthy working environment for all employees.

Our systematic, targeted and professional approach to HSE work focuses on improving measures. We believe this will contribute to a safe and inclusive working environment and improved profitability for the group.

Our HSE work shall create security and trust for our employees, customers and suppliers. All employees must have knowledge of, and follow, The Data Respons group's code of conduct that describes our core values and ethical guidelines. Others working on our behalf, must follow our Supplier Conduct Principles.

Occupational injuries and other undesirable effects on health, including both physical and psychosocial influencing factors, the environment or equipment, be identified and rectified.

That all employees report HSE incidents, so that measures can be implemented, and undesirable incidents and sick leave prevented.

That all employees, through professional and responsible attitudes and choices, contribute to our vision of zero injuries and accidents.



SCOPE

Data Respons Solutions' HSE policy applies to all activities carried out in its own premises.

Activities must:

- Be carried out without damage to people, environment, or material
- Be in accordance with the project's and / or Data Respons Solutions' specified HSE requirements
- Comply with laws, regulations, and industry standards relevant to HSE
- Enable each employee to make the right choices and be our ambassadors for a safe and secure workplace.



COMPLIANCE

This policy and its goals shall be known to Data Respons Solutions employees and hired consultants. All HSE related work is performed in collaboration with our employees and their representatives. All employees have a duty to contribute to the HSE policy being followed.

Our HSE efforts must ensure:

- Collaboration and involvement across roles and disciplines to ensure optimal operation
- Continuous improvement and learning
- A transparent and open communication with our partners in HSE matters
- Notification and documentation of incidents with both potential and real risk
- That all employees know their responsibilities and tasks and that they have received the necessary training and competence required to carry out their tasks
- That measures are implemented and incidents prevented



PRINCIPLES

We, at Data Respons Solutions, will adhere to the following principles to achieve a health-promoting and sustainable workplace in line with our HSE objectives:

- Environmental work is carried out as a collaboration between management and employees, in accordance with current laws and regulations at both Data Respons Solutions' office locations and manufacturing sites.
- All employees and hired consultants must receive HSE training adapted to their area of responsibility.
- Adverse events, including accidents and near misses, must be reported and followed up continuously.
- Personal protective equipment must comply with requirements and work tasks.
- Safety rounds shall be carried out to ensure internal control and to map out improvements. Safety rounds shall include (but not be limited to): Workplace ergonomics, machine safety, chemical handling, fire protection, emergency preparedness and implementing action plans.
- Subcontractors and hired personnel must comply with our HSE policy.
- Employees who, for some reason, are unable to perform their usual tasks, shall be ensured adapted work tasks.
- All risks to people, material and the environment must be continuously assessed and serious incidents investigated and or analysed.
- Corrective measures that eliminate root cause and recurrent events must be assessed on an ongoing basis.



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