



Occupational Health & Safety Policy

REM policy is that we take foremost account of the Occupational Health & Safety of all individuals and shall continuously define safe operating procedures designed to meet, and exceed, all appropriate legal requirements.

The company will assure training and education to employees according to applicable laws and regulations.

REM objectives:

- Zero accidents.
- Prevent all occupational diseases and promote health of our employees.
- Create a healthy and safe working environment for our employees and contractors.
- Maintain safe working practice, eliminate hazards and reduce risks.
- Develop individual personal responsibility for Health & Safety.
- Establish and implement a process for consultation and participation of workers
- Continuously improve Health & Safety standards.

To achieve the above objectives of excellent Health & Safety performance the following efforts are required by all employees:

- Act responsibly to prevent injury to themselves or fellow workers
- Report any accident, dangerous occurrences, near misses or potential risks to Health & Safety and actively participate in any subsequent action and investigation, without fear from reprisals.
- Participate actively in the development and implementation of integrated management system.
- Ensure that all equipment provided in the interests of Occupational Health & Safety is readily available as required and properly used.

Anyone found to be violating this policy or refusing to cooperate, shall be subject to applicable lawful disciplinary action, up to and including termination.

REM Occupational Health & Safety Policy and objectives applies equally to its employees, contractors, consultants, clients, suppliers, agents and other third parties engaged in work for, or acting on behalf of the group.

Lars Conradi Andersen
Chief Executive Officer

Date: 15.03.2024