



Duty to Stop Unsafe Work & Intervene Policy

All REM employees, contractors and third parties have the obligation and duty to stop work that is unsafe and to intervene.

This duty is expected by top management and shall be supported by everyone in the Organisation.

This duty applies when work in progress is considered to pose a risk that could lead to injury, damage to equipment or the environment.

Factors contributing to unsafe work practices include, but are not limited to:

- Unsafe condition or absence of correct tools and equipment
- Breaches of procedure
- When condition changes (from safe to unsafe) during the work being performed
- Not working according to plan

Unsafe work must be immediately stopped and reported to the Supervisor or Manager.

There will be no retaliation to the implementation of this policy.

The Supervisor or Manager is responsible for addressing the cause of the intervention according to relevant procedure or legislation and the task is not to continue until all issues and concerns are reassessed and resolved.

A handwritten signature in black ink, appearing to read 'Lars Conradi Andersen'.

Lars Conradi Andersen
Chief Executive Officer

Date: 15.03.2024