

Quality, environment and occupational health & safety at Aarsleff

To our collaboration partners and their employees

Welcome to Per Aarsleff A/S. We look forward to working with you. Here we will briefly introduce you to how we work with quality, the environment and occupational health & safety, and what we expect from you as a collaboration partner.

At Aarsleff, we have strong focus on quality, the environment and occupational health & safety (QE&OHS), and we are certified according to ISO 9001, ISO 14001 and ISO 45001. We work systematically to ensure that quality, the environment and occupational health & safety are a natural part of our work processes.

Occupational health and safety

Employee safety is our top priority. Therefore, we also expect that you, as our collaboration partner, take responsibility for the safety of your employees. This applies regardless of whether they work at one of our permanent workplaces, at a temporary workplace or otherwise perform work for Aarsleff.

Before commencing the work, everyone working for us must be informed about any specific risks at the work site and must be familiar with and comply with the guidelines and rules of the workplace.

What we expect from you as a collaboration partner

- You consider health and safety in all processes – both when planning and carrying out your work.
- You instruct your employees to comply with applicable agreements and occupational health and safety legislation. We expect that the work

is carried out in a responsible manner with regard to health and safety, so that we protect our employees and others who work or are present at the workplace.

- You always carry out a risk assessment before commencing the work, and in the case of particularly hazardous work, you must be able to document the risk assessment.
- You instruct your employees in the work tasks and effectively supervise safety conditions.
- You notify Aarsleff if you become aware of any accidents, near-miss incidents or circumstances that could lead to an accident.
- You ensure that a health and safety representative is elected, if there are more than five employees at the workplace. You ensure that the health and safety representative participates in safety work on the site, including safety inspections and safety meetings. The same applies to the appointed supervisor.
- You ensure that your employees have the necessary course certificates etc, as well as a valid driving licence where required. And you ensure that equipment and machinery are maintained in a safe manner.

If you or your employees have any questions about the health and safety at Aarsleff, please contact the responsible Aarsleff employee at or in connection with the workplace. You should contact the same

employee, if you witness an accident or a near-miss incident at the workplace.

Quality

The quality of the finished product depends on the quality of all stages of the process and is therefore also dependent on our collaboration on joint initiatives.

What we expect from you as a collaboration partner

- You and your employees contribute to the agreed quality, carry out the work according to the project documents and ensure professional work that meets the project and documentation requirements.
- You notify Aarsleff if there are circumstances that hinder the performance and/or impair the quality.
- You submit quality documentation according to agreement.

The environment

The impact on the external environment depends on all stages of the process, and our collaboration partners' impact on the environment is included as part of our total environmental impact.

We expect all employees, both internal and external, to act in an environmentally conscious manner in order to protect the environment.

We expect that all employees contribute to reducing the negative environmental impacts by being environmentally conscious at the workplace.

What we expect from you as a collaboration partner

- You reduce environmental impact, including using chemical products that have the least possible impact on the environment and people in all processes carried out for Aarsleff.

- You handle all waste products, liquid or solid, correctly in accordance with legislation and local agreements with Aarsleff.
- You submit documentation as agreed in relation to e.g. waste disposal of the fractions directly related to Aarsleff's processes.
- You notify Aarsleff if you become aware of any environmental accidents, circumstances that could lead to environmental accidents, or circumstances that could affect the surrounding environment.
- We expect you to ensure that your employees who are present on and near our work sites turn off their cars/vehicles to avoid idling.

General behaviour at our workplaces

Alcohol and drugs

All Aarsleff sites have a zero-tolerance policy for the consumption of alcohol and all types of drugs. Zero tolerance means that we expect negative test results when testing for alcohol and drugs during working hours, regardless of when the work is performed. Violation of the rules will have consequences, which may include a written warning, dismissal or exclusion, depending on the nature of the violation, cf. Aarsleff's alcohol and drugs policy.

Smoking

Smoking is not permitted indoors at our locations. Site huts, offices, toilet facilities and other indoor areas are also covered by these regulations. This also applies to covered scaffolds or buildings. It is not permitted to smoke on the sites, when smoking causes inconvenience to others, in accordance with Aarsleff's smoking policy. The rules also apply to electronic cigarettes.

Mobile phone

At Aarsleff, we have clear rules for the use of mobile phones and headphones. The rules apply to everybody who works and is present on our

construction sites, workshops, sites and factories. If you need to talk on the phone or read/respond to messages, you must stop the work you are doing.

When working with or close to machinery in operation (including construction machinery, trucks, cranes, lifts, and stationary machines), you must not use/speak on a mobile phone – this also applies if you are using it hands-free. If you receive a call while working or being near one of these machines, you must step away from the machine and make eye contact with the plant driver.

It is not allowed to listen to music, radio, podcasts or similar in hearing protectors, headphones or earbuds when working with or close to machines in operation. When you work at Aarsleff work sites, it must always be possible to get in touch with you. Music or radio played from a speaker is allowed at our workplaces if it is safe and does not disturb the surroundings.

Personal clothing and protective equipment

We expect you to contact the location in question yourself to obtain information about the correct clothing and protective equipment for the task. When being present at the construction site, there may, for example, be a requirement to wear a helmet, but at a minimum, approved safety footwear is required. There is a general requirement for visible workwear on the construction sites. However, stricter requirements may apply.

Parking

Parking facilities cannot always be guaranteed at our locations. Reference is made to private and public parking areas in the area.

Contact

If you have any questions, please contact the project management or the person responsible for the agreement at Aarsleff. If you have general questions regarding quality, the environment and occupational health and safety in Aarsleff, please contact the Group QEHS & Sustainability Manager.

Aarsleff's policies for quality, environment and occupational health & safety

We expect that all employees comply with our quality, environmental and occupational health and safety policies. We expect that you have read the policies outlined below.

Quality policy

We comply with laws and agreements

Compliance with applicable laws, regulations and mutual agreements is a fundamental precondition for the way we work and our perception of quality.

We prioritise client satisfaction as a quality parameter

We are committed to engaging in professional collaboration in which client satisfaction is a highly prioritised quality parameter. We are committed to conforming to agreed requirements and expectations in relation to clients and colleagues.

We document our work to an extent that allows us to show consistency between requirements and execution. We consider planning and careful preparation as fundamental preconditions in our day-to-day work.

We aim at quality improvements

We are committed to continuous improvements through systematic control and supervision of processes affecting the quality of our work.

We are all responsible for the quality

We expect that all employees actively participate in creating a culture that enables prevention and improvements, and where experience and creativity are communicated and applied in the ongoing development.

Environmental policy

In the Aarsleff Group, we have several strategic focus areas within ESG. The Group's environmental policy forms the basis for our vision of continuously minimising our environmental impacts. Under the E (environmental and climate factors), we also have Group policies regarding climate, circular economy and biodiversity.

Purpose of the policy

We acknowledge that our activities have an impact on the environment. Therefore, we take our responsibility seriously. We are committed to reducing our environmental footprint – both today and in the future. The purpose of this policy is to support efforts to promote solutions that use the earth's resources more efficiently, prevent unnecessary pollution and protect the environment as best as possible through planning, design, choice of methods and execution.

We are all responsible for the environment

We invest in solutions and methods that reduce our greenhouse gas emissions and support a development that has less impact on the environment.

We are working to minimise the use of substances that are harmful to health and to the environment, which can affect both people and nature, and we are working to create safe and responsible processes.

We organise our work to minimise noise and dust – for the benefit of both people and the environment. We are working to protect water and marine resources in areas where our activities may impact them.

Legislation, certifications and reporting

We comply with relevant environmental laws and regulations – that is the foundation of our work.

We work systematically with environmental management and are ISO 14001 certified at Per

Aarsleff A/S and in several of the Group's larger companies.

We comply with applicable environmental requirements for investments and ensure transparency in our reporting.

Collaboration and skills

We expect all employees to act in an environmentally conscious manner, and we continuously strengthen our employees' skills to take the greatest possible consideration for the environment. In addition, we share experiences and solutions both internally and externally – for example through development projects.

We strive to build strong partnerships with customers and collaboration partners, where we use dialogue to ensure that environmental considerations become a natural part of our joint efforts.

Occupational health and safety policy

At the Aarsleff Group we take care of each other. We want to be the best in the business – also within occupational health and safety. Our ambition is zero accidents because all of us must be able to work safely and thrive through a lifelong and developing work life at Aarsleff.

Taking care of each other means that we as managers and employees **take responsibility for our own safety as well as the safety and job satisfaction of our colleagues.**

We take care of each other when we **take time to plan our work carefully.** We ensure that we comply with the applicable occupational health and safety regulations. We assess all occupational health and safety risks, remove dangers and provide instructions before we start working. A healthy and safe working environment takes priority over finances and other considerations.

We take care of each other when we **show respect, ask questions, are curious and pay attention to our colleagues**. We take care of each other when we say no, stop and take action if we notice that a job is not carried out safely, or if we see that a colleague is unhappy.

We take care of each other when we **work strategically to involve employees and the occupational health and safety organisation in our efforts to continuously improve the working environment**. We share knowledge and collaborate across the Group thereby learning from our own and others' experiences. This allows us to ensure the same high focus on the working environment in the entire Aarsleff Group.

We take care of each other when we **commit ourselves to developing new solutions, new tools and new ways of working** that will improve our working environment on the site, in the production or at the office. In this way, we prevent accidents, attrition and stress to the benefit of the individual employee, Aarsleff and society.

We take care of each other for the sake of ourselves, our colleagues and our families.