



02.03.00 HSEQ Policy statement

Global Wind Service A/S (GWS) is committed to be recognized as a leading organization within Health, Safety, Environment and Quality (HSEQ) management and hence committed to the protection of personnel, equipment, and environment. In fulfilling this, we will establish and maintain a safe and healthy work environment where people return safe home after work.

GWS is committed to conduct our work as a minimum in compliance with regulatory laws, rules and regulations, client requirements and industry standards. In case of differences between these demands, we will let the highest level be leading our efforts.

Our aim is always:

- Zero injuries
- Zero pollution
- Zero defects
- Continuous improvement
- On time delivery
- To meet or exceed customer requirements and expectations

Therefore, we will as far as be reasonably practical:

- ensuring a safe system of work: Reduce the of number of injuries, by systematic identify risks and opportunities and eliminating hazards.
- provide information, instruction and training to our employees to be able to be competent in executing their duties under this policy.
- ensure that any person working on our behalf are made aware of and agree to comply with this policy.
- have an ongoing dialogue with our employees and customers to ensure awareness of needs and expectations and to get input for improvements for HSEQ.
- Ensure involvement of our employees regarding HSEQ decisions and action creation to create a long-lasting relationship with anchor knowledge and company culture.
- reduction of waste. Limit pollution from travel and service activities.
- minimize the unwanted effects caused because of our activities and services
- reduce and minimize our impact on the environment including reduction of unnecessary use of materials, resources and energy and correct segregation and seek to ensure that products and/or services supplied or provided by third parties can be used, handled, stored and disposed of in a manner which conforms to this policy.
- provide manpower and services of the adequate standard to satisfy or exceed our customer's expectations with respect to HSEQ performance.
- maintain an effective management system according to ISO 9001, ISO 14001, ISO 45001 and Bek. 648 (valid in DK) and ensure continuously improve via feedback, auditing and learning from non-conformities
- strive for visible management on our projects to implement our policies and a supporting culture.

Michael Høj Olsen
CEO, Global Wind

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| Roles and Responsibilities | |
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| Leadership | <ul style="list-style-type: none"> - Drive the principles and policies of HSEQ focus on the strategy necessary for long term effectiveness, improvement, and culture. - Support and provide for the planning and implementation of an effective HSEQ program and process throughout the organization. - Ensure employee involvement to drive improvements. - Ensure that the required resources are provided. - Ensure periodic management review of HSEQ issues, data, information, effectiveness of actions taken and continual improvements. |
| Management | <ul style="list-style-type: none"> - Identify the systems and tools necessary to support the effective implementation of the principles and policies of HSEQ. - Ensure employees are trained and proficient in their understanding of their health, safety, and environmental responsibilities. - Continually seek higher standards of performance and capability to the requirements of HSEQ. |
| Employees | <ul style="list-style-type: none"> - Understand and actively support all aspects of the HSEQ policies, systems, and initiatives. - Use the required systems and tools to drive effective programs and results. - Communicate openly with management and leadership any issues, concerns, or improvement recommendations. - Participate in improvement initiatives for HSEQ processes, systems, and tools. |
| Supplier | <ul style="list-style-type: none"> - Comply with Global Wind Service A/S contractual terms and conditions and applicable procedures and requirement. - Partner with Global Wind Service A/S to ensure open communications, best practices and support continuous improvement. |
| Customer | <ul style="list-style-type: none"> - Provide clear expectations and requirements for products, services or activities as <i>may</i> be specifically required. - Support the audits, inspections, top work, and improvements necessary for healthy, safe and environmentally responsible conditions for employees. - Partner with Global Wind Service A/S to ensure open communications and risk identification, share best practices and support continuous improvement. |