

## Safety, Health & Welfare Policy Statement

STACK is committed to providing a safe working environment for whomever we meet. We are all responsible for reducing injury and illness at work.

We exercise great care in whatever we do and our business it is founded on providing a safe and secure environment. Although the ultimate accountability for Safety, Health and Welfare within the Company is that of the Executive Management Team, we encourage our people to demonstrate our "duty of care" by accepting responsibility. This helps us to prevent incidents from happening and protects all persons working within our environment.

We will:

- Continually develop and embed a safety culture throughout the Company that recognises the importance and value of effective safety management.
- Establish and measure our safety performance against objectives and /or targets.
- Clearly define for all staff their responsibilities and allocation of duties within the Health and Safety Management System.
- Effectively manage all significant risks to health and safety and reduce them to the lowest reasonably practicable level.
- Consult with staff at all levels on health and safety issues and encourage active participation.
- Ensure that all staff are provided with adequate and appropriate health and safety information and training, are competent in health and safety matters and are only allocated tasks matching with their skills.
- Comply with and wherever possible exceed legislative health and safety requirements wherever we operate.
- Promoting the welfare of all staff by providing occupational health and health related advice and guidance when identified.
- Ensure full cooperation with all interested parties wherever the company shares responsibilities, premises, or activities.
- Continually improving our safety performance.

We put this policy into practice by creating a culture that recognises the important role Safety, Health and Welfare play within our business. Everyone always has a personal responsibility to act in a safe manner and to ensure that others do likewise.

CEO STACK EMEA - Nordics

