

BORG Automotive

Safety Policy

Introduction

BORG Automotive Group takes responsibility for the health, safety and well-being of employees and all persons affected by BORG Automotive's business activities.

BORG Automotive Group undertakes to maintain its obligations under national law and subsequent legal acts implementing directives and other requirements.

BORG Automotive Group will regularly review work processes and procedures to ensure timely and effective implementation of any necessary improvements.

Purpose

This policy aims to provide the guidelines for growing a sustainable business based on remanufactured automotive parts and provide responsible automotive solutions to the European market. The following policy specifies the objectives and measures that the company takes to reduce the possibility of injury and ill health through the risk assessment process and to ensure, maintain and improve health and safety working environment.

Scope

The contents of this policy are intended for all employees, part-time workers, interns, affiliates, and production sites.

Policy

The policy in Borg Automotive:

- Provide a Safety Management System as a framework to set, monitor and improve safety performance and aspiration to achieve excellence through continual improvement;
- Meet and/or exceed the expectations of employees, customers, external and internal interested parties, and all legal, regulatory and statutory requirements applicable to our products, processes and activities;
- Provide a safe and healthy working environment for our employees, customers, contractors, internal and external interested parties as far as is reasonably practicable;
- Encourage employees and interested parties towards participation and consultation in health and safety matters and to co-operate with the company in all health and safety matters with the aim of supporting the prevention and reduction of risks and the identification of any dangerous or unsatisfactory conditions;
- Provide adequate communication, instruction, training and supervision to empower employees, contractors and interested parties to operate in a safe manner and promote a sense of responsibility for continuous improvement of health and safety performance;

- Implement best practices or suitable alternatives to reduce health and safety risks as far as is reasonably practicable;
- Ensure all staff are competent and trained in their assigned roles and responsibilities;
- Introduce procedures and operation standards for machines to ensure the safety of employees during their operation. Regularly monitor the technical condition of machines and conduct periodic inspections to ensure their proper functioning and minimize the risk of accidents;
- Design workstations with ergonomic principles in mind to minimize physical and mental strain on employees. Provide employees with appropriate tools and equipment that support proper posture and working comfort;
- Ensure proper labeling and marking of chemical and biological substances and provide relevant documentation for their proper handling. Educate employees on safe storage, handling, and disposal of hazardous substances in accordance with regulations and applicable standards;
- Implement fire response procedures, including alarms, evacuations, and actions to limit fire spread. Conduct regular fire drills and ensure the availability and functionality of firefighting equipment to enable swift response in case of emergencies.

Principles

Management is responsible for Borg Automotive’s compliance with the safety policy and underlying principles. However, all employees share responsibility for implementing Borg Automotive policies and procedures.

In particular, BORG Automotive Group expects employees at all levels to always:

- Followed safety instructions and company procedures;
- Properly use the systems and devices provided for occupational safety;
- Refrain from any action that may endanger themselves or others;
- Make a personal contribution to improving safety in their workplace;
- Report any issues that may affect their own or others' health and safety.

BORG Automotive Group management sets annual Goals and Programs that will be reviewed as part of the annual Management Review process. Management of Borg Automotive Group takes full responsibility for the safety policy and ensures that it is understood, implemented and maintained at all levels of the organization.

This policy applies to	Contact	Version
The BORG Automotive Group and its subsidiaries	Line S. Meldgaard Sustainability Manager, P: +45 40909156 E: lmel@dk.borgautomotive.com	Version: 2.0 Approved by: Kim Kruse Andersen, Managing Director Most recently revised: 1. November 2023