



STARK GROUP POLICIES

HEALTH AND SAFETY POLICY

Version 3.0 – July 2023

Introduction

The purpose of this health and safety policy is to demonstrate STARK Group's unwavering commitment to ensuring a safe and healthy workplace for our employees, customers, and other stakeholders. As a responsible and reputable corporate entity, we recognize our obligation to uphold the highest standards of health and safety across our operations, and to proactively manage and mitigate the risks and hazards inherent in our industry.

Through this policy, we wish to establish a culture of safety and health within the organization, where every individual is encouraged to take an active role in promoting and maintaining a safe and sustainable working environment. We always comply with all relevant health and safety laws, regulations, and industry standards, while continuously reviewing and improving our performance in this critical area.

Scope

At STARK Group, we are committed to upholding the principles outlined in this health and safety policy across all of our activities. While individual business units may have additional policies and manuals to comply with local laws and regulations, the fundamental principles of this policy apply to all of our operations.

We believe that it is the responsibility of every individual within the organization to contribute to an environment where employees, customers, and other stakeholders can feel safe and secure. That is why we have integrated health, safety, and wellbeing considerations into our everyday business practices, as we recognize the importance of these factors in creating a positive and productive workplace.

Requirements

STARK Group Health and safety principles

1. We comply with all applicable laws and regulation

The health, safety and wellbeing for STARK Group employees must comply with the internal requirements, ISO standard (if applicable) and national legislation.

2. We maintain a health and safety management system

STARK Group's health and safety management system is based on the ISO 45001 standard and sets a minimum group standard for all branches. The system also supports branches that are certified according to ISO 45001

3. We promote continuous improvement in health and safety performance

STARK Group provides training materials and standards for key business activities to ensure a high level of health, safety, and wellbeing performance at all levels of the organization. Through the PDCA (Plan, Do, Check, Act) concept, we continually improve our processes and remain adaptable to changing market conditions, including those resulting from mergers and acquisitions.

4. We strive for a proactive health and safety culture

With the principles of Vision zero STARK Groups health and safety focus is on preventing accidents and occupational diseases. We go beyond legislation and set standards which are based on our risk assessments and safety principles. Committing ourselves to proactive KPIs, our employees are at the forefront of incident preventing and creating a safety culture beneficial for everyone entering our branches.

5. Health and safety in a broader perspective

Health and safety is a top priority for STARK Group throughout the entire production and supply chain, from manufacturing to end consumer. We ensure that our suppliers' working conditions align with our Human Rights Policy. Our processes and standards prioritize the health and safety of our customers, business partners, and contractors, whether they visit our branches or receive our goods and services further down the supply chain

Key Health and Safety areas

STARK Group is committed to keep everyone safe:



Self-inspection and near misses

Safety is an integrated part of our daily routines and with employees being able to report incidents and near misses we reduce risk and continuously improve our behaviour-based performance and working conditions.



Health and Safety Management system

Systemizing our health and safety around a management system makes alignment of our work more efficient and simpler, while it supports the Business Unit through a transparent and data-driven structure. With common health and safety IT systems it enables easy performance access and subsequently preventive actions leading towards improvements.



Steering committees

Management at STARK Group is accountable for providing a healthy and safe workplace for all employees. Through participation in Business Unit Health and Safety steering committees, they support management engagement and gain valuable insights into health and safety strategies, targets, and performance.



Risk assessment

An overall assessment of impacts, risks and opportunities affecting STARK Group Business units is reviewed annually which enables preventive implementation and mitigating control measurements.



Vision zero

The vision zero approach, which aims to prevent work-related accidents, harm, and occupational diseases, supports STARK Group's health and safety management system. By fostering a strong prevention culture among employees and managers, everyone takes responsibility for maintaining a safe working environment



Center of excellence

STARK Group emphasizes responsibility for health and safety throughout the organization. To align with our operating model, all Business Units have on-site health and safety experts in our branches who provide support and ensure compliance with our safety standards. This promotes a culture of safety throughout our operations.



Wellbeing

At STARK Group, we value our employees as our greatest asset and strive to create a comfortable and respectful working environment. We prioritize holistic employee wellbeing, addressing psychosocial risk management as equally important as physical health through regular assessments, awareness building, and training.

Roles & responsibilities

Roles & responsibilities

Accountable

Policy approval

ExCom

Policy owner

CHRO

Deviations

All deviations must be approved by the policy owner. Such requests must be made in writing to the policy owner. In the event of any discrepancies between the English version of this policy and a translated version, the English version will be binding.



Whistle blower system

We encourage all stakeholders to speak up about any misconduct such as business crime or human rights violations. All information is kept strictly confidential, and all concerns can be raised without fear of retaliation: [STARK Group - Speak Up \(whistleblowernetwork.net\)](https://www.starkgroup.com/whistleblowernetwork.net).

Contact

For more information, please contact the Group Head of Health and Safety.

Policy Revision History

Review cycle: Annually Q3

It may be amended at any time with the approval of ExCom.

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