

## Occupational Health and Safety policy

At HANZA, we recognize that our success depends entirely on the dedication and well-being of our people. A safe, healthy, and inspiring workplace is essential for creativity, commitment, and long-term sustainable growth.

Our goal is to provide workplaces that promote the physical, mental, and social well-being of all employees, enabling them to thrive both professionally and personally. We are committed to fostering a culture of collaboration, innovation, and respect, where every individual's skills, ideas, and diversity are valued.

HANZA adopts a Zero Harm approach to work-related accidents and incidents. We work proactively to identify and eliminate hazards, reduce risks, and continually improve our health and safety performance. We comply with all applicable laws and regulations in the countries where we operate, while striving to exceed these requirements and set higher internal standards.

### Scope

This policy applies to all HANZA employees, contractors, suppliers, and visitors at all HANZA sites and operations worldwide.

### We achieve our goals through:

- Clear communication of the company's vision, strategy, and health and safety objectives.
- Integration of health and safety into daily operations through systematic planning, risk assessment, and follow-up.
- A comprehensive People Plan with measurable objectives, annual revisions, and defined health and safety activities.
- Defined roles and responsibilities ensuring accountability at every organizational level.
- Active participation and consultation through safety meetings, employee surveys, and representation by safety committees and trade unions.
- Competence and training for managers, supervisors, and safety representatives.
- Employee onboarding and continuous training with a strong focus on health and safety awareness and safe work practices.

- Identification and elimination of hazards supported by inspections, risk assessments, and corrective actions.
- Thorough investigation of incidents and accidents with corrective and preventive actions communicated across the organization.
- Transparent reporting of occupational accidents and incidents to authorities and internal leadership, in compliance with local laws.
- Protection from reprisals for employees who report risks, incidents, or hazards.
- Encouragement of open reporting supported by an anonymous whistleblowing function.
- Supply chain responsibility by ensuring contractors and suppliers follow HANZA's health and safety standards.
- Ongoing monitoring and measurement through monthly KPIs (e.g., injury frequency rate, number of safety observations reported) and annual employee surveys.
- Emergency preparedness, including clear procedures for fire, evacuation, and first aid.
- Continual improvement of our health and safety management system, aligned with ISO 45001 requirements.
- Annual review of this policy to ensure relevance and effectiveness.

## **Responsibilities**

### **Senior management**

HANZA's senior management holds overall accountability for preventing work-related injuries and illnesses and for ensuring the provision of safe and healthy workplaces. They are responsible for assigning clear responsibilities, resources, and authorities within the occupational health and safety (OHS) management system. These responsibilities must be communicated across all levels of the organization and maintained as documented information.

### **Managers**

HANZA managers represent the employer in daily operations and play a key role in safeguarding the working environment. They lead by example, encourage employees to adopt safe and healthy practices, and ensure that health and safety procedures are consistently followed and continuously improved. Managers are also responsible for engaging employees in safety discussions and following up on reported risks to ensure timely action.

## **Employees**

Every employee shares responsibility for creating a safe and supportive workplace. Employees must follow all rules, procedures, and safety instructions, while actively contributing to a positive working climate and supporting the well-being of colleagues. They are also expected to promptly report hazards, risks, or incidents to prevent harm and enable corrective action.

## **Contractors and visitors**

All contractors and visitors are expected to comply with HANZA's health and safety requirements while on site. They must follow local site instructions at all times and immediately report any hazards or incidents they observe.