



Health and Safety Policy

DSB



Department responsible: Executive Vice President, HR

Approved by: The Executive Team

Date: 13 October 2025

1. Introduction

A safe and healthy working environment is an important part of DSB's purpose: 'A sustainable way forward with room for all of us'. At DSB, we take care of ourselves and each other.

Our Health and Safety Policy sets the framework and direction for our health and safety efforts and establishes a common foundation for our health and safety culture.

The Health and Safety Policy is reviewed once annually.

2. Purpose

The purpose of the policy is to support our day-to-day efforts to avoid work accidents and work-related illnesses, reduce health and safety hazards and promote health and well-being.

At DSB, we want to have a safe and healthy working environment in which we take care of ourselves and each other.

The policy contributes to our compliance with applicable legislation and agreements in the field of health and safety.

3. Our ambition and targets

We have a constant focus on maintaining a high level of health and safety with an ambition of zero work accidents.

Our basic position is that:

- We want our employees to have a work life without work accidents and work-related illnesses
- All managers and employees give high priority to health and safety
- We have a culture in which all managers and employees exhibit the health and safety behaviour we expect of them
- It must be simple to act in a safe manner
- We give priority to healthy choices

4. How we achieve our ambition and/or reach our targets

We are working purposefully to maintain and improve health and safety by implementing a strong health and safety culture based on learning, knowledge-sharing and skills development.

We fulfil our ambition of having a high level of health and safety by maintaining and continuously improving a health and safety management system certified to the ISO 45001 standard and by complying with applicable legislation and other relevant requirements.

We work systematically and proactively with health and safety and strive to constantly make improvements.

We set health and safety targets and actively work to identify, prevent and eliminate hazards and reduce health and safety risks. Employees are engaged through the health and safety organisation.



Responsibility for health and safety lies with all managers and cannot be delegated.

All managers actively promote a culture that prioritises health and safety.

All managers are passionate role models, visible, curious and committed.

We strive for health and safety behaviour that is characterised by:

- Taking care of ourselves and each other – even when no one sees it
- Calling a halt to unsafe behaviour and dangerous situations
- Speaking openly about health and safety challenges
- Sharing the good stories and examples
- Seeing errors as an opportunity for improvement and learning
- Following rules and using protective equipment correctly
- Intervening when procedures and safety rules are disregarded

4.1. Impacts, risks and opportunities

Our working environment is impacted both by internal and external risks. Our Health and Safety Policy reflects our approach as a learning organisation, where we continuously analyse incidents, learn from experience and make the necessary changes.

Our efforts to manage and follow up on health and safety impacts, risks and opportunities are anchored in the health and safety management system processes.

5. Organisation, responsibility and approval

DSB's Health and Safety Policy applies to all employees and managers, as well as to consultants, temporary workers and external suppliers working in DSB's areas. Everyone is responsible for complying with the policy.

The Executive Team of DSB has the overall responsibility for approving the Health and Safety Policy.

The Executive Team must ensure that the Health and Safety Policy is established, implemented and maintained.

The main health and safety committee will be informed in connection with reviews and consulted on changes to the Health and Safety Policy.

Managers at all levels are responsible for implementing the Health and Safety Policy in their own departments/areas.

6. Interaction with other policies and guidelines

The Health and Safety Policy interacts with the following policies and guidelines:

Corporate Social Responsibility Policy – Absence Policy – Staff Policy – Diversity Policy – Compliance Policy – Procurement Policy – Guidelines for handling violence and threats – Guidelines for reporting violence and threats – Guidelines on abusive behaviour – Ethical guidelines for suppliers and business partners (Code of Conduct)