



HSE, ENVIRONMENTAL and CSR POLICY

The superior objectives and principles for BAGGES AS in relation to internal and external health, safety, environment and corporate social responsibility are as follows:

- We will closely observe and submit to the Norwegian legislation and regulations concerning health, safety, environment and corporate social responsibility.
- We will seek to keep the use of resources to a minimum, in order to contribute to reduced pollution and waste.
- We will aim to achieve a balance between the environmental, social and economic aspects of the business, with our main focus on sustainability and the preservation of the external environment, as well as quality of life for employees, the local community and society.
- In our choice of suppliers, we will try to contribute to an increased awareness of the protection of the environment and corporate social responsibility, where safeguarding of basic human rights and decent working conditions are key elements.
- Our yearly objective concerning work-related injuries is 0 incidents.
- Our target for work-related sickness absence is 0%, while total sickness absence must be kept below the national average in the Norwegian Labour and Welfare Administrations (NAV) measurements.

The above policy is to be founded on specific routines in the company's system relating to HSE, the external environment and corporate social responsibility.

Skedsmokorset, 18.10.2022

Geir Gudmundsen
CEO

A blue ink signature of Geir Gudmundsen is written over a horizontal dotted line. Below the signature, the name "Geir Gudmundsen" and the title "CEO" are printed in a black sans-serif font.

Øystein Arnevik
Head of Supply Chain and QA/HSE

A blue ink signature of Øystein Arnevik is written over a horizontal dotted line. Below the signature, the name "Øystein Arnevik" and the title "Head of Supply Chain and QA/HSE" are printed in a black sans-serif font.