



Health and Safety Policy

DSB

Department responsible: HR Health & Safety

Approved by: The Executive Team and the Board of Directors

Date: 14 November 2024

1. Introduction

This Health and Safety Policy sets the framework and direction for our health and safety efforts and a sustainable working life.

The policy is reviewed once annually.

2. Purpose

A good working environment is an important part of DSB's purpose '*A sustainable way forward with room for all of us*'. With a good physical and psychological working environment, we join forces to make DSB an attractive workplace and a safe railway enterprise. It is therefore important that we all take responsibility for building and improving our working environment.

The Health and Safety Policy applies to everyone at DSB, i.e. our own employees and managers as well as consultants, temporary workers and external suppliers operating in DSB's areas.

3. Our ambition and targets

We are committed to building and maintaining a working environment that is safe and healthy both physically and psychologically by developing our employees and corporate culture with a focus on safety, health and wellbeing for everyone at DSB.

At all our different workplaces within DSB, we want people to feel that occupational health and safety is a key priority and that one common approach to a systematic and efficient health and safety framework is applied throughout the organisation.

It is essential that occupational health and safety is incorporated as a natural part of the day-to-day planning and performance of work, supported by advice and guidance from the health and safety organisation, uniform processes and common methods and skills development of the organisation within the field of occupational health and safety.

Furthermore, DSB's ambition is to make continuous improvements by setting targets for and reducing absence due to illness, work accidents, stress and harassment, etc.

Our basic position is that:

- It is possible to create a healthy and safe working environment
- Work accidents can be prevented
- Our corporate culture forms the basis for safe behaviour
- If you see it, you own it – if you ignore it, you accept it.

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

HR Health & Safety is responsible for maintaining this policy.

Managers at all levels are responsible for implementing the Health and Safety Policy in their own departments/areas. All managers and employees are responsible for complying with the policy.

DSB is working systematically and proactively with occupational health and safety and constantly strives to improve by maintaining an occupational health and safety management system certified to the DS/ISO 45001:2018 standard.

We achieve our ambition and targets by:

- Ensuring that our Health and Safety Policy and responsibilities are known
- Developing and conforming to our occupational health and safety management system and complying with applicable agreements and legislation in the area
- Setting targets for health and safety efforts and following up diligently
- Reducing and preventing accidents at work and work-related illness
- Working systematically and proactively to reduce the risks of working environment impacts
- Working with ongoing improvement of the working environment and the health and safety management system
- Supporting employees who have been exposed to an incident related to health and safety
- Maintaining solid health and safety competencies at DSB
- Encouraging everyone to speak openly about our working environment
- Not ignoring but always addressing unsafe situations
- Promoting knowledge of and responsibility for your own working environment and that of others
- Engaging employees through the health and safety organisation.

4.1. Impacts, risks and opportunities

HR Health & Safety identifies, prioritises and initiates strategic and cross-functional health and safety initiatives in terms of risks and opportunities.

Local occupational health and safety risks and opportunities are prioritised and handled in the areas in which they are identified, always based on a common approach, a common simple structure and uniform processes and standards.

Examples of occupational health and safety risks are incidents resulting in accidents at work, including accidents due to violence and threats.

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

5. Organisation, responsibility and approval

The Board of Directors of DSB has 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 consulted at the review of the Health and Safety Policy.

The main joint consultation committee will be informed about changes to the Health and Safety Policy.

HR Health & Safety is the owner of the Health and Safety Policy.

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)