

The Employee Policy of Palsgaard

At Palsgaard¹, we believe that our employees are our most valuable resource and the key to our success. We want to ensure an attractive place to work for all our employees and create a safe, secure and stimulating workplace. We want to motivate and support our employees so that together we can develop as individuals and as a company.

We do the following to meet our objectives:

- We continuously improve our methods, processes and safety awareness so that we can minimize work-related accidents, illnesses and attrition.
- We strive to prevent accidents and occupational hazards in our daily operations. We analyze near misses and put in place safeguards to prevent such incidents taking place again and continuously work on reducing the number of work-related accidents.
- We take responsibility for our work tasks, actions and each other. We cooperate to develop our company, our products and ourselves.
- We respect international standards, and we comply with applicable laws.
- We never compromise on the safety and health of our colleagues.
- We are individually and as a company responsible for knowledge-sharing and people development, and we work together to improve our performance.
- We also believe that every person is of equal value regardless of gender, political views, age, sexual orientation, physical or psychological handicap, religion, race, colour or national origin. At Palsgaard, we do not discriminate in any way.
- We believe in work-life balance for all our employees and if an employee is not thriving at work, we try hard to improve the situation and to solve problems in a suitable way.
- We listen and respond to the requests and concerns of our stakeholders, in particular our customers.
- We report transparently on our employee performance.

¹ Consists of the entities Palsgaard A/S with subsidiaries, Schou-Fondet, Palsgaard Gods A/S, Nexus A/S and all management and employees.