

## HEALTH, SAFETY AND ENVIRONMENT (HSE) POLICY

To remain a well-respected member of the society is one of the highest priorities for the entire Bjørn Thorsen A/S group (BTG), including its affiliates Customized Compound Solutions A/S, Nordic Grafting Company A/S, Nordic Formulation Technology A/S, Klarsø A/S, Digital Serigraphic Technologies A/S, Bjørn Thorsen AB, Bjørn Thorsen SAS and BT Solutions Zhuhai Co., Ltd. In this context, HSE matters play a major role in everything we do.

Therefore, BTG shall, at all times:

- stress HSE-matters when selecting and during ongoing interfaces with **principals, logistics service providers and other suppliers**. This includes preference for companies with environmental management system certification (e.g. ISO 14001);
- endeavor to secure appropriate certification to the ISO 14001 management system<sup>1</sup> by the end of Q2 of 2021;
- ensure compliance with any relevant HSE-related national and international **laws and regulations**;
- take necessary measures to make and keep our **work premises** safe for our employees and visitors;
- strive to minimize **waste** and encourages **recycling** in our daily operations;
- promote adequate HSE **training and education** of our personnel.


Last review date: August 25, 2020



Lars Rønsholt  
Board Member



Svend Rimestad  
Board Member



Claus Adser  
Board Member

<sup>1</sup> The ISO 14001 certification does not apply to Bjørn Thorsen's administrative offices: Bjørn Thorsen AB, Bjørn Thorsen SAS and BT Solutions Zhuhai Co., Ltd.

This policy is reviewed by BTG Management on an annual basis.

Initial HSE policy date: March 15, 2009