

## EJENDALS GROUP QEHS POLICY

### General

Ejendals Group AB's Board of Directors have prepared Ejendals Group QEHS Policy that is valid for all companies in the Ejendals Group (hereinafter mentioned as Ejendals). Ejendals Group QEHS Policy will be reviewed during Management Review for Ejendals Management System.

In all areas we should work continuously to improve ourselves and our system, fulfill applicable standards, laws and regulations in respective area and implement QEHS targets/KPIs with actions, follow up results and be proactive by frequent use of Risk assessments.

### Quality

Ejendals will only market products which provide function, design and service reliability to meet the customer's demands and expectations, with high performance and long lasting to avoid unnecessary wear and waste.

Product quality, customer service and price combined will reinforce Ejendals' position as leading supplier of hand and foot protection.

Ejendals most important aspects within quality are delivery performance, product quality and customer service.

### Environment

Through an active policy, we shall strengthen our reputation among our customers, employees and other interested parties and work systematically to reduce the environmental impact.

To avoid unnecessary wear and waste manufacturing products and services shall have high performance and long lasting.

Environmental impact shall be reduced by develop our internal processes, at suppliers and customers by following our Sustainability guideline.

### Health & Safety

Good and Safe work environment is fundamental in Ejendals core and include safe work environment for our customers in business, our employees and our suppliers.

The purpose of Ejendals occupational health and safety work is to create a safe workplace which is perceived as developing and stimulating for all employees.

Ejendals will continuously improve safety to eliminate hazards and reduce risks.

Ejendals will continuously improve H&S include leadership & values, improve employee's knowledge and role within the organization for a better health and motivation.

Employees shall have opportunity to affect the work situation, have necessary resources and to be seen and heard.

Ejendals shall be committed to work together with employees and their representatives to communicate and improve health and safety within the company.

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