

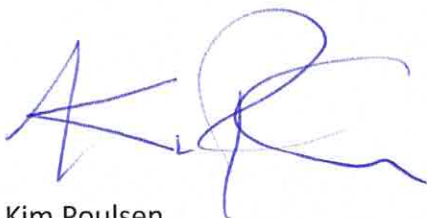
# Health & Safety Policy

Spinnova's mission is to produce the most sustainable textile materials in the world for the benefit of the environment and humanity. We believe that health & safety is critical to our employees and stakeholders. Ensuring the health & safety of our employees is a top priority for us.

To continually improve our performance we:

- Provide a safe and healthy working environment to our employees by actively eliminating safety hazards with a goal of zero injuries and occupational diseases.
- Encourage our employees, suppliers and partners to contribute towards a safer and more sustainable workplace
- Provide clear guidelines and adequate training to empower employees to ensure a safe workplace
- Set clear health & safety targets and monitor those regularly to ensure the effectiveness of our management system
- Communicate and consult with employees, their representatives and other relevant stakeholders.
- Comply with all relevant HSE compliance obligations, including legal, customer and product requirements
- Ensure fair treatment and promote physical and mental well-being at work and beyond
- Review the policy regularly and keep employees updated

All employees and stakeholders are encouraged and empowered to continuously improve our way of working. As Spinnova employees, we are committed to this policy



Kim Poulsen  
CEO

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