

Health & Safety Policy

No activity carried out at DHI or by DHI staff shall put the safety of people at risk.

It is our belief that when employees return home to family, they must be as safe and sound as when they left for work; anything else is unacceptable. This conviction pushes us to continually improve the working environment of our employees.

At every level of our organisation, activities are managed such that health and safety are given the same priority as any other critical business activity.

At DHI, we are committed to:

- Promoting a culture that fosters a safe working environment for our employees and visitors
- Providing a working environment that promotes and supports the mental health and well-being of all employees
- Engaging employees and their representatives to participate in the improvement of our health and safety management system
- Complying with all legal, contractual and other related requirements

At DHI, we shall:

- Engage and consult with our employees and their representatives on matters that affect their health and safety
- Ensure that our employees have the right competencies, behaviours and resources related to health and safety
- Strive to promote mental health throughout the organisation by establishing and maintaining processes, procedures and behaviours that enhance mental health and well-being
- Determine threats and opportunities arising from external or internal factors and stakeholders
- Provide a framework for proactively eliminating hazards, reducing health and safety risks, and taking advantage of opportunities related to our activities.
- Increase reporting of near-misses and unsafe conditions
- Implement planned response to potential emergencies
- Have access to the most up-to-date legal, contractual and other related requirements that apply to our activities, and determine what should be communicated
- Implement, maintain and drive continuous improvements of the health and safety management system

Approved by Executive Management, August 2026

Birgit Guhse
CEO

Updated on 26 August 2026