

HSEQ Policy

15.06.2021

Status: Valid

Prepared by SML
Reviewed by CLP
Approved and owned by CSP

Revision date	Revised by	Changes made
18.02.2019	SML	New document
30.04.2020	SML	Adapted to ISO 45001 (removed references to OHSAS 18001), minor corrections in EN translation
08.03.2021	LJO	Corrected BEK 73 to BEK 1773 and inserted "comply with applicable legal requirements and other relevant rules and regulations" under Occupational Health and Safety Policy
15.06.2021	SML	Rewrote all policies and removed Danish translation

Overall Policy

ProCon strives to emerge as best-in-class, decent, flexible, and streamlined company which includes us being dependable, innovative and responsible. We consider sustainability as a possibility for growth, to establish partnerships, and to ensure the foundation for future generations' possibility to meet their needs in balance with the resources / planet.

This applies to employees, customers, suppliers, partners, our surrounding community, and all of our other interested parties.

We are committed to comply to international standards within quality, environment and occupational health and safety, applicable laws and regulations as well as other requirements from the industry and relevant interested parties. We commit ourselves to consider the UN's 17 sustainable development goals in our continuous work with sustainability throughout the entire value chain.

This is demonstrated by being 3rd party certified within ISO 9001, ISO 14001 and ISO 45001, legal notices concerning service of wind turbines and working environment as well as UN's sustainable development goals.

The Management is committed and accountable for all aspects of this policy. However, we are all responsible for our own and the company's well-being. Everyone is therefore obligated to demonstrate commitment and involvement by acting according to the company strategy, procedures and guidelines.

Quality Policy

ProCon wants to ensure its position as best-in-class by meeting or even exceeding our customers' high expectations in terms of the quality of our deliverables. We will continuously work with improvements in our processes, working methods and in our supply chain.

We want to be considered a trustworthy and competent business partner by delivering the agreed quality on time and by offering our know how and innovative solutions in terms of sustainable materials and products.

We are dedicated to:

- prevent non-conformities through education and training.
- ensure an effective implementation of our project model.
- assess and evaluate the supply chain in effort to provide the best possible solutions.
- deliver on time by being flexible and dynamic in terms of providing the necessary resources.
- maintain and improve customer satisfaction by having continuous alignment of expectations.

Health and Safety Policy

ProCon focuses on employee well-being by being a flexible workplace and offering continuous training and education for all levels of the organization to retain and attract motivated employees. We are committed to prevent work-related injury, sickness and any other impacts potentially damaging the health through continuously developing our established global health and safety program.

We are dedicated to:

- conduct risk- and opportunity assessment and act accordingly considering the impact to people, the planet and our business.
- contribute to the diversity of the workforce by always choosing the best candidate for the job.
- taking social responsibility by offering traineeship and using local labour when and where beneficial.
- maintain the flat hierarchy level and its open communication to obtain feedback and observations from employees, partners etc. which are used for ensuring an excellent working environment.

Environmental Policy

ProCon wants to utilize the environmental focus to create growth and take responsibility for the entire life cycle through amongst other establishing collaborations which help create a more circular consumption of resources. We consider the sustainability of our actions and choose the best solution based on risks and opportunities, also considering the technical and financial feasibility.

We are dedicated to:

- raise awareness of sustainable development of the industry within our entire value chain.
- ensure continuous environmental improvement by establishing environmental objectives.