

# Quality, Health, Safety and Environmental Policy

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**HOVE**

## Quality, Health, Safety and Environmental Policy

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### ***Main aim for this policy:***

This policy serves to define Hove's commitment to quality, health, safety, and the environment. Our aim is to provide best-in-class solutions for the benefit of our customers and the climate. We develop, manufacture, and service lubrication solutions for heavy machinery. We use a certified integrated management system to manage risk and achieve continuous business performance improvements through innovation, benchmarking, and learning from experience.

Hove A/S wants to be the preferred supplier of lubrication solutions by delivering an excellent product and customer experience, while using relevant management systems to continuously improve quality, health, safety, and environment.

Hove A/S complies with all applicable environmental legislation, and we are committed to managing, monitoring, and reviewing our environmental performance on a continued basis, and against targets and objectives on a regular basis, to ensure the highest level of transparency possible.

### ***Scope of the policy***

The policy applies to all Hove's employees, the management of Hove, contractual employees, and its subsidiary. Hove furthermore expects that all our business partners and suppliers are adhering to and respecting our policy as well. If you, as an employee, are ever in doubt about how to act, what to buy, how to proceed, it is important that you confer with your immediate manager about it.

Moreover, with this policy, we want to ensure that everyone in the organization takes responsibility for the dissemination and application of this policy as well as continuously improve the organization's quality, environmental and occupational health and safety management systems.

## ***Requirements:***

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### **1. Health and Safety:**

Top management shall establish, implement, and maintain an OH&S policy that:

- 1.1 Prevents injury and work-related illness by ensuring procedures of controls to eliminate hazards, wherever practicable, and reduce occupational health and safety risks.
- 1.2 Demonstrates Safety First by prioritizing occupational health and safety in our operations, products, and services to ensure safe and healthy working conditions and environment.
- 1.3 Engage our customers, employees, contractors, suppliers, and other stakeholders through dialogue to,
  - 1.3.1 Meet or exceed the occupational health and safety standards.
  - 1.3.2 Ensure safety as a pre-requisite of doing business with, in or on behalf of Hove.

### **2. Quality:**

Top management shall establish, implement, and maintain a quality policy that:

- 2.1 Makes sure that all applicable customer requirements are met through adherence to process, specifications, and procedures in order to achieve Customer Satisfaction.
- 2.2 Ensures that all committed legal requirements and other binding obligations are met.
- 2.3 Prevents defects by ensuring corporate embedment of proactive quality assurance and data-driven continual improvement, to eliminate error or effectively reduce risks and associated cost of poor quality.
- 2.4 Delivers a specified level of quality that supports superior product performance at lowest possible cost throughout the entire product life cycle.
- 2.5 Sets goals for quality, health, and safety, as well as live up to these and continuously improve

### **3. Environment:**

Top management shall establish, implement, and maintain an environmental policy that, within the defined scope of its environmental management system:

- 3.1 Prevents pollution and protecting the environment in everything we do by continuously improving our standards.
- 3.2 Demonstrates environmental vigilance by having a life cycle approach in developing, planning, and execution of our operations, products, and services.

- 3.3 Engages our customers, employees, contractors, suppliers, and other stakeholders through dialogue and training, to,
  - 3.3.1 Meet or exceed the environmental standards.
  - 3.3.2 Environmental protection as a pre-requisite of doing business with, in or on behalf of Hove.
- 3.4 Minimizes the climate impact of the organization's products and processes.
- 3.5 Maintains our certified environmental management system.
- 3.6 Hove strives to use all energy sources as efficient as possible, and to reduce greenhouse gas emissions.