Global Health, Safety & Wellbeing Policy

At GN, everyone shall be able to work and go home healthy, safe and well – every day. We believe that care, trust and learning are the foundations of great performance.
We are inspired by international standards such as ISO 45001 and ISO 45003 and will use them as a compass for developing our approach over time.

Our principles

- **Care over compliance**
  We comply with applicable laws and requirements, but we go beyond minimum standards. We focus on real risks, good work design and caring for each other in practice.
- **Learning from everyday work**
  We learn from what goes right as well as from incidents and near misses. We use this learning to improve our systems and decisions, not to place blame.
- **Psychological and physical safety**
  We treat mental wellbeing, workload, inclusion and respectful behaviour with the same seriousness as physical hazards, equipment and processes.
- **A just and open culture**
  We expect people to speak up about risks, concerns and mistakes. Honest reporting and human error are met with fairness and respect; willful or reckless behaviour is addressed clearly.
- **Shared responsibility and leadership accountability**
  Leaders are accountable for creating the conditions for safe, healthy work and for involving people in decisions that affect them. Everyone at GN – including contractors working under our control – is expected to care for themselves and others and to stop or change work that is not safe.

How we work
We integrate health, safety and wellbeing into how we plan, design and run our business. We set objectives, follow up on performance and continually improve our ways of working.

This policy expresses our ambition for Health, Safety and Wellbeing at GN and will be implemented gradually across our sites and functions.

This policy applies to all GN employees and controlled sites worldwide.

Ballerup 28/04-2026
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