

Occupational Health and Safety

Group Policy Statement



**DANX
Carousel**

About the DANX Carousel Group

The DANX Carousel Group of companies (hereafter “The Group”, “We”, “Our”) is a time critical service logistics specialist with strong positions in the UK, Ireland, BeNeLux, DACH, Iberia, Nordics, Baltics and Poland.

The Group is the comprehensive partner for logistics and supply chain services such as time-critical spare parts distribution, warehousing, final mile, linehaul, battery logistics, customs clearance, and more. The Group consists of DANX, DANX ILS, UT, TBS, Fomab, TLS Group, Carousel, Alltrans, Logik International Logistics and LPR.

Our values encompass our commitment to Caring, Learning and Ownership and these are embedded in our everyday work.

We support



10 principles of the UN GLOBAL COMPACT

HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

LABOUR

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

International Labour Organisation

ILO Declaration of Fundamental Principles and Rights at Work:

- (1) Freedom of association and the effective recognition of the right to collective bargaining;
- (2) The elimination of all forms of forced or compulsory labour;
- (3) The effective abolition of child labour; and
- (4) The elimination of discrimination in respect of employment and occupation.

SUSTAINABLE DEVELOPMENT GOALS



Goal 5 – Gender equality



Goal 8 – Decent Work and Economic Growth



Goal 13 – Climate Action

1. Scope of Policy

The scope of the **Occupational Health and Safety** policy applies to all stakeholder groups including both upstream and downstream within the value chain, including management; employees; contract workers; suppliers and partners of all entities in the Group as well as for subsidiary companies owned and operated by the DANX Carousel Group across our geographies and countries and the wider communities in which it operates and through which material impacts, risks or opportunities relate.

This content of this policy outlines the DanxCarousel Groups position on duty of care; reporting and transparency in-line with national and international law; Principles One and Two of the UN guidelines; SDG 8 and the ILO (International Labour Organisation) Declaration on Fundamental Principles and Rights at Work; guidelines and principles, governance and regulatory requirements. The content of this policy outlines; how to report, Infringements and consequences of such breaches; our commitment to training and awareness of its content along with the Groups transparency of reporting and monitoring of this policy.

We also align this policy with our **Occupational Health Statements** and **Safety Operations Guidelines**, which is reflected separately from this policy.

The DANX Carousel Group of companies is committed to open and unbiased dialogue with all stakeholders on matters related to welfare, and Occupational Health and Safety of its stakeholders and the wider communities in which it operates. We expect our suppliers and contractors to share and engage with our regard and respect of this policy, and this is reflected in our Supplier Code of Conduct which can be found on our websites: <https://www.danxcarousel.com>, Nordics: <https://www.danx.com/> and for Western Europe: <https://www.carousel.eu/en/>

2. Our Commitment

The health and safety of our employees and our wider community of stakeholders always comes first and our objective throughout the Group, is that we want **'everyone to return home safely every day and be able to carry out their work in a safe and healthy environment'**.

The DANX Carousel Group is committed to meeting its responsibility and to gain insights into its stakeholders with respect to Occupational Health and Safety as regulated by National and International laws.

3. Aims of the Occupational Health and Safety policy

This policy outlines the responsibilities, commitment and aims to maintaining an inclusive safe and healthy working environment aligning with the UN Global and ILO principles; ensuring the occupational health, safety, and well-being of all individuals involved in our operations, including employees, contractors, suppliers, and the wider communities as follows:

- **Safe Work Environment:** We provide a safe and healthy work environment by implementing appropriate safety measures, maintaining equipment, and ensuring safe practices, to provide a work environment that is safe and conducive to good health, in order to preserve the health of employees, safeguard third parties and prevent accidents, injuries and work-related illnesses.
- **Engage and consult** with employees and the wider community on day-to-day health and safety conditions.
- **Risk Management:** We identify, assess, and manage health and safety risks associated with our operations to prevent accidents, injuries, and illnesses.
- **Training and Awareness:** We provide regular health and safety training to all employees and contractors to ensure they understand and can perform their duties safely.
- **Emergency Preparedness:** We have emergency response plans in place and conduct regular drills to ensure readiness for potential emergencies.
- **Continuous Improvement:** We continuously monitor, review, and improve our health and safety practices to enhance our performance and address emerging risks.
- **Compliance with Laws and Regulations:** We comply with all applicable health and safety laws, regulations, and standards in the countries in which it operates.

For Management to:

- Ensure that health and safety measures are in place and maintained.
- Provide resources and support for health and safety initiatives.
- Regularly review and update health and safety policies and procedures.
- Implement control measures to mitigate identified risks.
- Review and update risk assessments periodically and after any significant changes in the workplace and conduct regular risk assessments to identify potential hazards.

For Employees to:

- Follow health and safety policies and procedures.
- Report any health and safety concerns to management.
- Participate in health and safety training and initiatives.

4. For Stakeholders to:

- To acknowledge, adopt, comply with and uphold our Occupational Health and Safety requirements, when working for or on behalf of our business, as reflected within our Supplier Code of Conduct.

5. Monitoring Breaches

The Group is committed to identifying potential and actual adverse impacts that this policy and our conduct of business may cause or contribute to, and strives to recognise and record through targets, to prevent such impacts, and mitigate or remedy using action plans.

6. Consequences of Breach and Infringements

Whilst we appreciate that there may be some differences in applicable national laws versus international laws we apply our policies across all relevant stakeholders and we will adhere to the national and international laws as a minimum and respect the guiding principles of the UN Global compact, ILO and any other interested regulatory bodies that are applicable to the work that we carry out.

If we receive any report of infringements, accidents or incidents, we will act appropriately for clarification and will take appropriate corrective actions.

If we suspect that anyone working for or on behalf of the DANX Carousel Group has committed a breach of this policy, an investigation will be carried out and, in line with our disciplinary procedure where appropriate, action may be taken which may result in dismissal, or in the case of a supplier/partner action up to and including termination of contract. In some circumstances, under relevant law, the Group may be legally required to share details with such authorities and we will comply with such requirements at all times. The outlined topics within this policy are significant for the way we commit to and govern our conduct throughout our business.

7. Raising concerns

Any employee with concerns may raise these through our employee mechanisms for raising workplace-related grievances. We encourage employees who have a concern to talk in the first instance to their line manager or health and safety representative, or alternatively to raise their concern with their HR or compliance representatives. If these options are not possible, the DANX Carousel Group's whistle blower system enables all stakeholders (internal and external) to speak up about violations in relation to this policy without fear of retaliation.

We will support all who report violations as well as those who request assistance or have concerns. If any concerns or illegal or unethical business behaviour is suspected or **detected**, you can report it to us via our whistle-blower system. Our whistle blower system Safe2Whistle can be accessed here: <https://report.whistleb.com/en/danxcarouselgroup>. It is operated across the business by an independent third party (Bech.Brunn) appointed by the DANX Carousel Group. All issues raised through the Whistle Blower system are monitored by the third party and the Group whistle blower team. Reporting is carried out confidentially, and stakeholders can choose to share their concerns anonymously.

8. Training, Communication, Awareness

The Group is committed to raise awareness and knowledge of this policy amongst its' stakeholders, by providing specific awareness through training and communication as applicable on related matters within this policy.

Training, communication, and awareness of policy is a fundamental requirement of our business. We advocate transparency of all policies and where appropriate training takes place either at point of Induction of employees, or onboarding of our partners, or as part of an annual commitment to ensure that policy is communicated and awareness refreshed effectively. All stakeholder policies are available on our intranet, extranet and websites as applicable to the intended audience.

9. Stakeholder Engagement

We acknowledge our business is operated as part of an extended community of stakeholders, and as part of our regular dialogue with them we respect their view and expectations regarding this policy as outlined in the Employee and Supplier Codes of Conduct.

10. Reporting and monitoring

We communicate and report on our Occupational Health and Safety and work environment related commitments of training and awareness as applicable to our stakeholders and as part of our annual reporting.

11. Culture of continuous improvement

As part of our culture of continuous improvement we regularly evaluate against targets and review how we can best improve and strengthen our approach to addressing our policies supported through our values of Caring, Learning and Ownership.

12. Accountability for this policy

Accountability for the implementation of this policy is overseen by the Groups Executive and Senior Leadership team, to ensure that our business clearly understands the responsibility to respect **Occupational Health and Safety** and its day-to-day implementation to stakeholders.

13. Adoption of Policy

The Danx Carousel Group's Occupational Health and Safety Policy statement was adopted by the Executive Leadership team management on **1st January 2025**. This policy is reviewed annually for compliance content or as required if changes to legislation apply sooner.

Review and revision of Policy

This policy will be reviewed and revised annually for compliance to the policy content or as required if changes to legislation apply sooner.

Contact

If you have any questions relating to the content of this policy please direct them to groupcompliance@danxcarousel.com

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