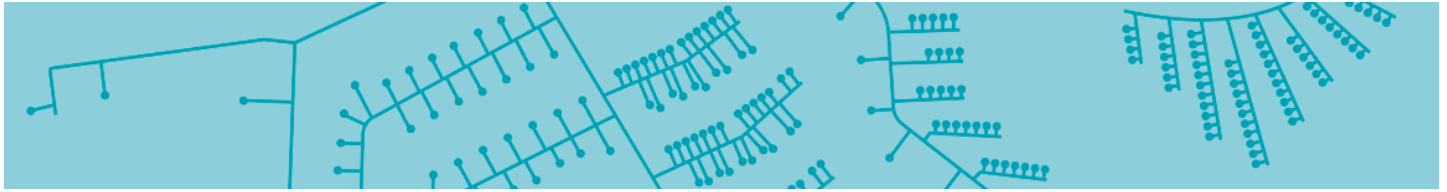


Corporate Health & Safety Policy

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Kamstrup is a manufacturer of quality products and solutions with the clear ambition of revolutionizing the supply of clean water and energy through intelligence.

As a company we recognize our role and responsibility in ensuring a healthy & safe work environment for our employees and throughout our value chains.



At Kamstrup we always prioritize Safety First

Supported by our Values and the Health & Safety guidelines given in our Code of Conduct, our Corporate Health & Safety Policy is:

- **Hazard and Risk Identification:** Continuously identify and manage possible hazards and risks to ensure the safety of all employees, through encouragement of proactive reactions from employees to create conducive work settings.
- **Hazard Prevention:** Maximize hazard prevention within the physical and psychological work environment through systematic proactive actions and enhancements, by that creating an environment focused on Health & Safety preventing fatalities, incidents, injuries, and health risks.
- **Employee Involvement:** Treat all employees with dignity and respect, motivate and engage employees to promote and implement a safe and healthy work setting, and encourage employees to contribute to Health & Safety hazard identification and risk management. Motivate & engage employees to promote a Health & Safety culture through training, communication and sharing best practices.
- **Compliance:** Throughout our sites and value chains, we comply with national legal requirements and respect the UN Global Compact, ensuring adherence to occupational workplace standards, avoiding forced, compulsory or child labor, and securing freedom of association and the right to collective bargaining.

Kamstrup upholds a certified Health & Safety-certified Integrated Management System ensuring policy adherence, regular reviews and continuous improvements to maintain effectiveness & compliance.

By fostering a culture of Health & Safety without fear of prosecution, we uphold our commitment to enable the Best Workplace in the industry.