



OCCUPATIONAL HEALTH & SAFETY POLICY STATEMENT

In our company, every employee is an important resource. The purpose of this policy statement is to create a foundation for developing and maintaining a healthy physical and mental working environment in order for our employees to keep safe and well.

Our intention is to:

- Ensure that all employees can perform their duties in a safe and healthy manner.
- Prevent our working environment from causing absence, accidents, and physical and mental illnesses.
- Ensure a healthy work place with focus on the wellbeing and development of our employees.
- Consider our working environment when we make changes to work routines.
- Consider our working environment, to the extent that it is possible, when we make purchases, and when we build or renovate our facilities.
- Encourage each employee to take an active part in keeping safe as well as contributing to an improved working environment for his or her co-workers.

All managers are responsible for complying with the OHS policy within their area of responsibility. They are obliged to contribute to the continuous improvement of our working environment, and they must act as role models in the daily work.

Our objective is to remove or reduce any hazards in our working environment by way of preventive actions. By doing this, we increase the health and safety of our employees.

We comply with legal requirements and meet any binding obligations which our customers may require.

Our employees are included and consulted when we make changes which affect the working environment. In this way we ensure that our OHS management system stays dynamic.

Our working environment representatives are trained to perform their duties, and they are well represented across the entire company which ensures that our working environment organisation is well-functioning. The working environment organisation is included in all relevant discussions about the working environment. In order for us to keep our representatives qualified and for them to maintain their knowledge about the working environment, they are offered continuing education annually.

The occupational health and safety policy statement is reviewed once every year during our annual OHS talk.

The occupational health and safety policy statement is available to the public and can be found online on our website, www.skagensmaleren.dk. It is also available in our QHSE management system, Sherlock.

Date: 16/8 2018

Dennis Conradsen
CEO

Jan Conradsen
Head of Quality and HSE



Quality Policy

In our company we want to ensure that we always deliver the agreed to our customers, that the customers get a positive impression of our company and consider us as a serious partner for Inspection, Repair, leading edge protection, Total re-coating, Upgrading and Surface treatment on wind turbines and steel components.

We place special emphasis on:

- That the delivered product meets the quality agreed upon.

- That the customer experience that the service is professional with regard to:
 - o Professional and technical skills
 - o Kindness
 - o And compliance with agreements
 - o Cleanliness of workplaces including the cleaning up after mobile working

- That the projects are treated under consideration of relevant environment- and safety requirements.
 - o in accordance with the relevant environmental permit
 - o according to the rules for waste management
 - o according to the rules for handling the (chemical) substances and materials

- That the company as a whole are perceived as organized and professional.
- That we work after quality objectives

Moreover, we want continuously:

- To optimize our work processes
- To ensure that our equipment is legal and well-functioning
- Optimizing material consumption
- To ensure that our employees have relevant education and training relative to the individual tasks.

Our quality policy and quality management system applies to everyone in the company and all our employees are required to comply with the relevant regulations and at the same time, work to promote the quality management system efficiency.

Our quality policy is publicly available and can be viewed on our website:

www.skagensmaleren.dk

CEO.

Dennis Conradsen.

04/07 2017.



Environmental policy

We want at any time to carry out Surface Treatment to our customers' products based on environmentally friendly principles. We focus on appropriate use of product and technology, taking duly economic considerations.

Environmental policy applies to the entire company and must in relevant extent be complied by any employee in their daily functions, tasks and actions.

We will comply with the current environmental law, ISO 14001 standard and other compliance obligations that the company may join.

When purchasing we take into account both environmental and cost benefits, including keeping ourselves informed of new environmentally correct products and production methods for surface treatment. We work after established environmental targets such as we continuously aim for using raw materials and energy in the best possible way and reduce the emission from our processes and preventing contamination.

We control this by monitoring our significant environmental impacts as targets and by action plans and hereafter evaluate our performance.

In communication with the authorities are we always to be open about the environmental impacts linked to the company's processes and products. In relation to other interested parties is our environmental policy public accessible.

Our environmental policy is available on our website:
www.skagensmaleren.dk

CEO.
Dennis Conradsen
09/01 2018.