

# Health and Safety Policy

## 1. Introduction

Landsvirkjun's Health and Safety Policy aims to create a workplace where employee's health and safety are the main priorities. The goal is a safe and healthy workplace, supporting the well-being of employees and a healthy workplace culture.

Landsvirkjun complies with the requirements that are made to the Company and the obligations it has undergone, continually aiming at improvements.

Landsvirkjun's Board of Directors sets the health and safety policy upon receiving a proposal from the CEO.

## 2. Scope

Landsvirkjun's health and safety policy applies to all Company activities.

## 3. Definitions

Occupational disease:	A health condition or disorder caused by the work environment or work-related activities.
Risk:	A term that describes the severity of a potential danger and the likelihood of someone being at risk.
Risk assessment:	Systematic risk analysis concerning severity.
Lost time injury:	All accidents resulting in an employee being absent from work for one or more days beyond the day of the accident
Hazards:	Sources of danger or threat of potential harm or damage.
H-200:	An indicator of the frequency of lost time injury for every 200,000 work hours.
Physical health risk:	Risk regarding physical health.
Mental health risk:	Risk regarding mental health.
Protective measures:	Measures intended to prevent or mitigate the consequences of incidents.

## 4. Policy

Landsvirkjun is at the forefront of health and safety issues. Landsvirkjun creates safe and healthy workplaces and emphasises preventing incidents and occupational diseases that can lead to permanent harm. Landsvirkjun emphasises employees' well-being and healthy workplace culture.

Many activities in Landsvirkjun operations are hazardous. However, each task is risk assessed, physical and psychosocial risks are controlled, the necessary protective measures are always in place, and unacceptable risks are never taken. Employees' lives and health are never endangered for assets, time, production, or other aspects of the Company's operations. Unsafe procedures or conditions are remarked upon without deliberation, and work is stopped if safety is not considered sufficient.

At Landsvirkjun, communication with internal and external stakeholders on health and safety issues is open and honest. The Company emphasises clear responsibility at management level, and employees always know that their safety comes first. The Company places importance on everyone participating in creating a safe and healthy work environment, learning from the incidents that occur, and taking responsibility for their safety and others.

## **5. Indicators**

H-200 for Landsvirkjun's employees (target: 0).

H-200 for contractors in Landsvirkjun's operational areas (target: 0).

## **6. Implementation**

Landsvirkjun's CEO is responsible to the Board of Directors for implementing the policy.

The policy is implemented in accordance with the international standard for health and safety at work, ISO 45001. When implementing the policy, emphasis is placed on consultation and collaboration with employees, security guards, security employee representatives, and Landsvirkjun's security committee.

Landsvirkjun develops preventive measures by conducting risk assessments and makes annual plans to ensure complete and systematic occupational health and safety conditions. The Company performs follow-up on set goals, measures performance, monitors effectiveness, and continually develops improvements.

## **7. Disclosure**

A comprehensive review of the effectiveness of the health and safety policy is conducted annually by Landsvirkjun's executive board and sent to the security committee for consideration. Indicators are published in the monthly report to the Board of Directors, in Landsvirkjun's Annual Report, and on the Company's public website. Disclosure to employees is through Landsvirkjun's social media and at employee meetings, as appropriate.

## **8. Revision**

Landsvirkjun's Board of Directors revises this policy no less than every three years.

## **9. Entry**

This policy is valid as of the approval of Landsvirkjun's Board of Directors.

12 January 2024

Landsvirkjun's Board of Directors