



Environmental, Health and Safety Policy

Bernic ApS

Company	Bernic ApS
Version	1.0
Effective date	23 October 2025
Approved by	Lars Friderichsen, CEO

Policy Statement

Bernic ApS is committed to conducting its operations in a safe, responsible and environmentally sustainable manner. We work to prevent harm to people and the environment while continually improving our environmental, health and safety performance.

Environmental Responsibility

- We seek to minimise the environmental impact of our operations by reducing waste, using energy and materials efficiently and promoting reuse and recycling.
- We design and manufacture products with consideration for material efficiency, durability and environmental performance.
- We work to prevent pollution and to reduce adverse environmental impacts across our activities and supply chain where reasonably practicable.
- We comply with applicable environmental legislation, regulatory obligations and other relevant requirements.

Health and Safety Commitment

- We provide and maintain a safe and healthy workplace for employees, contractors and visitors.
- We identify, assess and control workplace hazards and risks to prevent accidents, injuries and occupational illness.
- We provide appropriate training, information, supervision and resources so work can be carried out safely and responsibly.
- We encourage the reporting of hazards, near misses and unsafe conditions without fear of retaliation.
- We comply with applicable occupational health and safety legislation and other relevant requirements.

Employee Involvement and Responsibility

- Managers are responsible for implementing this policy within their areas of responsibility.
- All employees are expected to follow applicable procedures, use equipment responsibly and contribute to a safe and environmentally conscious workplace.
- We encourage consultation, participation and accountability at all levels of the organisation.

Continual Improvement

- We set relevant objectives and regularly review our environmental, health and safety performance.
- We investigate incidents and non-conformities and implement corrective actions where necessary.
- We update this policy when significant changes occur and review it at least annually.

Communication and Availability

This policy is communicated to employees and is available to customers, suppliers, authorities and other relevant stakeholders. The latest approved version may be published on the Bernic website.

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