

# Environmental, Health and Safety (EHS) Policy

How we take care of the environment and the health and safety of our employees and partners.

This policy defines guiding principles on how we systematically take care of the Environment and the Health and Safety of our employees and partners. Grundfos prioritizes sustainable development and upholding leading environmental and occupational health and safety standards. We are setting EHS objectives and supporting their achievement, so that all employees can take responsibility to limit Grundfos' impact on the environment and to secure health and safety.

## **Our footprint matters**

We understand that we are responsible for the environmental impact of our activities. Therefore, we follow concrete measures to monitor and make an environmentally friendly choice in our daily actions. By constantly improving, we make sure our work protects the environment.

## **A fundamental commitment to Health and Safety**

We strive to be an attractive workplace by promoting a culture of safety and personal health for our employees and partners. We work to prevent accidents, injuries, and occupational illnesses at all levels of the organization. We do this by identifying and reducing hazards and risks in the workplace, ensuring safe conditions for everyone at all times. We actively encourage and facilitate the consultation and participation of all employees and where they exist, workers representatives in matters relating to health and safety, ensuring their voices are heard in shaping our workplace practices.

## **We make it easy to comply**

We utilize management systems as a systematic way to fulfil and continuously improve on all requirements related to Environment, Health, and Safety. We use a learning approach supported by technology, so it is easy for all employees in Grundfos to comply with all applicable legal, internal, and binding obligations within their specific context. We become better over time through dialogues, systematic feedback, digitalization and taking preventive actions on risks.

## **Influence towards higher standards**

We go beyond minimum legal requirements. We live up to all legal requirements nationally and internationally and encourage and support the development of local and global laws that promote environmental protection, as well as the health and safety of our employees, our workplaces, and the broader community.

## **We do what we say and we say what we do**

We take responsibility for our environmental and social impact and aim to create a safe, attractive workplace where employees can make responsible choices for health, safety, and the environment. We regularly review and improve the impact of our products, processes, sites, and suppliers, always looking for sustainable solutions that benefit the environment, our people, and our business.