DUNI GROUP (CORP. REG NO. 556536-7844)

Global Health and Safety Directive

Adopted September 2022

Last update January 2026

Approved by Duni Group CEO in January 2026

DUNI GROUP | The Architects of Dining

Purpose

The wellbeing and safety of our employees is at the core of the Duni Group way of doing business. A safe and healthy business environment is important for the long-term sustainable growth of the Group. Safety should always be considered first to ensure our own and others' health and safety. The CEO of Duni AB (publ) has adopted this Global Health and Safety Directive (this "**Directive**").

The Group shall always meet legal and stakeholder requirements for health and safety. The **Code of Business Conduct** and the **General Requirements** detail the social expectations of all Duni Group manufacturing and office sites. We adhere to ILO conventions and other internationally recognized principles, as detailed in our Code of Business Conduct. In addition, the **Work Environment Directive** outlines our general objectives for the wellbeing of our employees.

The Global Health and Safety Directive is a summary of our commitment and expectations and is addressed to all employees, leaders, contractors, and visitors within the Duni Group.

2. Commitment, Collaboration and Dialogue

Duni Group leaders of all levels are role models for a safe behavior. Safety is ensured only when Duni Group leaders are constantly seen acting to validate the importance of the wellbeing and safety of all. Duni Group leaders are responsible to ensure open dialogue with employees, compliance with the formal directive, and local health and safety policies and procedures. Leaders shall act promptly to report unsafe conditions.

Duni Group employees, including temporary employees, contract and agency personnel, migrant workers, and subcontractor are responsible for engaging and acting as role models for work safety and adhering to local health and safety procedures.

Training and understanding are at the heart of a safe working environment. All employees shall have sufficient training and feedback to act safely. Information on health and safety must be available in a language which the employees understand.

3. Manufacturing facilities

At each manufacturing site there shall be a means for collaboration on safety issues. This as a rule includes but is not restricted to safety committee, worker representatives chosen by themselves and documentation and communication on safety work progress.

Each manufacturing site shall have:

- A statement/local directive from local management on their commitment for Health and Safety
- Workplace risk assessments, including assessing potential risk prior to implementing changes
- Health and safety instructions and warnings where relevant
- Procedures for regular safety inspections of equipment and workplace and assessments to identify unsafe behavior. These may take many forms, like safety commitment rounds, peer-reviews, internal audits, housekeeping etc.
- Regular health assessments as per identified risks or local law
- Incident and accident reporting (LTI: Lost-Time-Incidence, which means that an accident leads to an absence of the injured person)
- Clearly communicated activities or goals to ensure continuous improvement

4. Wellbeing

At Duni Group, maintaining a healthy work environment is a mandatory requirement for safeguarding employee wellbeing and ensuring sustainable organizational performance. Preventing work-related stress is not only a matter of individual resilience- it's a shared responsibility embedded in our culture, leadership, and operational practices.

We are committed to fostering a workplace where psychological safety, open communication, and mutual respect are the norm. This includes:

- Promoting realistic workloads and clear expectations
- Encouraging regular breaks and healthy work-life boundaries
- Providing access to support resources, including lead yourself training
- Building awareness how to identify and address early signs of stress
- Creating space for feedback and continuous improvement

By proactively addressing stress factors and supporting one another, we build a more resilient, engaged, and thriving organization.

5. Availability and follow-up

This Global Health and Safety Directive provides a framework for local policies and is available to all employees on the intranet and to other stakeholders at www.dunigroup.com. Duni Group will monitor compliance through regular on-site Code of Business Conduct audits at own manufacturing sites. Duni Group will also report injuries in yearly reporting. Whistleblower Policy will be handled at board level in accordance to set procedure.