

Health & Safety Policy

1. Purpose and Commitment

Movinn A/S is committed to providing and maintaining a safe and healthy working environment for employees, contractors, guests, and residents across all areas of operation. As a serviced apartment operator, Movinn's activities span office environments, warehouse and laundry facilities, and residential apartments. Each operational context presents specific health and safety considerations, and Movinn is dedicated to ensuring compliance with applicable laws and implementing appropriate preventive measures.

Movinn complies with all relevant Danish health and safety legislation, including regulations issued by the Danish Working Environment Authority (Arbejdstilsynet), local building codes, fire safety regulations, and municipal requirements.

Health and safety is a shared responsibility. All employees and contractors are expected to follow established procedures, report hazards, and contribute to a culture of safety and prevention.

2. Governance and Responsibilities

Senior management holds overall responsibility for health and safety performance within Movinn A/S. Operational managers are responsible for implementing safety procedures in their respective areas.

Movinn ensures that:

- Health and safety risks are assessed periodically
- Preventive measures are implemented and reviewed
- Employees receive relevant safety information
- Incidents and near-misses are documented and addressed

Health and safety performance is reviewed annually as part of Movinn's ESG governance framework.

3. Office Premises

Movinn's office environments are managed in full compliance with Danish working environment legislation.

3.1 Legal Compliance

All office premises comply with:

- Danish Working Environment Act (Arbejds miljøloven)
- Regulations on indoor climate, lighting, ergonomics, and workplace layout
- Fire safety and emergency preparedness requirements
- Building safety and occupancy regulations

Movinn ensures that all office spaces meet statutory requirements regarding ventilation, lighting levels, temperature, noise exposure, and safe access routes.

3.2 Ergonomics and Workstation Safety

Movinn promotes ergonomic best practices to prevent strain injuries and long-term musculoskeletal issues.

Measures include:

- Adjustable desks and chairs
- Proper screen positioning and lighting
- Encouragement of regular breaks
- Guidance on ergonomic workstation setup

Employees are encouraged to report discomfort or workplace concerns to management.

3.3 Fire Safety and Emergency Preparedness

Office premises are equipped with:

- Clearly marked emergency exits
- Fire extinguishers and safety equipment
- Evacuation plans
- Emergency lighting where required

Employees are informed about evacuation procedures and emergency contacts.

3.4 Psychological Wellbeing

Movinn recognizes that a healthy workplace includes psychological safety.

The company promotes:

- Respectful communication
- Zero tolerance for harassment or bullying
- Reasonable workload expectations
- Access to support where needed

Concerns related to psychosocial work environment can be raised confidentially.

The company has an employer-paid pension plan (9% of wage level) in place for employees that are not on part-time contracts. Employer paid pension plan includes an extended health care insurance, where employees can get instant access to private health care – including physio therapy and psychological therapy.

4. Laundry and Warehouse Operations

Laundry and warehouse environments involve operational risks that require structured safety controls.

4.1 Machinery and Equipment Safety

Movinn operates commercial laundry equipment and warehouse tools in compliance with Danish safety standards.

Movinn ensures that:

- Equipment is maintained regularly
- Machines are used only by trained personnel
- Safety instructions are available and followed
- Faulty equipment is reported immediately

Preventive servicing is carried out to reduce operational hazards.

4.2 Manual Handling and Physical Risks

Laundry and warehouse activities may involve lifting, loading, and repetitive movements.

Movinn mitigates risks by:

- Encouraging correct lifting techniques
- Providing handling guidance
- Avoiding excessive manual loads where possible
- Structuring workflows to reduce strain

Employees are instructed to report physical discomfort or unsafe working practices.

4.3 Chemical Handling

Cleaning agents and detergents used in laundry and warehouse settings are handled in accordance with safety data sheets and Danish chemical safety regulations.

Movinn ensures that:

- Chemicals are stored safely
 - Containers are clearly labeled
 - Safety instructions are accessible
 - Personal protective equipment (PPE) is used where necessary
-

4.4 Fire and Electrical Safety

Warehouse and laundry facilities are equipped with appropriate fire detection systems and extinguishers in accordance with applicable regulations.

Electrical installations are maintained and inspected as required by law.

5. Serviced Apartments

Movinn operates serviced apartments intended for residential use. While guests are responsible for their personal conduct within apartments, Movinn ensures that properties meet required safety standards prior to operation.

5.1 Building Compliance and Permits

All apartments operated by Movinn:

- Possess the required legal permits for residential use
- Comply with local fire and safety regulations
- Meet building code requirements
- Provide safe access and emergency escape routes

Movinn verifies compliance before onboarding new properties.

5.2 Fire Safety and Emergency Preparedness

Apartments include:

- Smoke detectors where legally required
- Clearly accessible emergency exits, where required
- Fire safety compliance consistent with municipal standards

Movinn provides residents with relevant information regarding emergency procedures where appropriate.

5.3 Maintenance and Technical Installations

Movinn ensures that:

- Heating systems are regularly serviced
- Electrical installations are maintained
- Plumbing systems are regularly maintained and serviced.
- Reported maintenance issues are addressed promptly

Regular inspections help prevent safety incidents and ensure operational reliability.

5.4 Resident Responsibilities

Residents and guests are expected to:

- Use facilities responsibly
- Avoid unsafe behavior
- Report maintenance or safety concerns

Movinn provides guidance encouraging responsible and safe use of apartment facilities.

6. Incident Reporting and Continuous Improvement

Movinn encourages prompt reporting of:

- Workplace accidents
- Near-misses
- Hazardous conditions
- Safety concerns

All reported incidents are reviewed to determine root causes and corrective actions.

Movinn is committed to continuous improvement in health and safety management, including:

- Regular review of procedures
 - Compliance monitoring
 - Staff awareness initiatives
 - Supplier safety alignment
-

7. Review and Approval

This Health & Safety Policy is reviewed annually and updated as necessary to reflect regulatory changes and operational developments.

Approved by,

Date:

Signature:

1 February 2026


Patrick Blok
CEO Movinn A/S