

	POLICY Quality, Environment and HSE	Documentcode: 5.2 Policy		
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For more than 80 years, Wenaas has been designing workwear and protective equipment for men and women across a wide range of industries, aiming to create a safer and more comfortable workday. Wenaas' values – **responsible, reliable, precise, and empathetic** – are fundamental to our core mission of **clothing and protecting people at work**. These values guide us in our daily operations and form the foundation for how we want our customers and society at large to perceive us.

Quality in Every Step!

The “Wenaas W” holds a special meaning for our customers when it comes to uniforms, workwear, work gloves, and safety shoes. When we deliver our products, our customers should feel confident that they are well taken care of, protected, and comfortable.

Our Promise: We will deliver high-quality products and services that meet our customers' expectations and applicable requirements. Through strong customer focus, continuous improvement, and efficient processes, we ensure that quality is a natural part of our business.

Our Practice: We understand and fulfill customer needs to create value and trust, and we evaluate and develop our processes to ensure high quality. We foster a culture of quality through employee involvement and invest in training to ensure the necessary expertise. We standardize and improve our work methods to ensure quality and efficiency.

People First!

We protect people at work – both within our own organization and through the products we deliver to our customers. Safe and inclusive workplaces are key to well-being and productivity. That's why we strive to be an employer that puts people first.

Our Promise: To create a work environment that is safe, motivating, and inclusive, where we continuously work to prevent accidents and injuries.

Our Practice: We focus on health, safety, and development in everything we do. Our leaders and employees take clear responsibility for HSE efforts and ensure that safety is always a priority. We report immediately when we identify situations that may put life and health at risk, and we foster a culture where deviations and near misses form the basis for learning and continuous improvement throughout the organization

Our Environmental Impact – A Shared Responsibility!

Our social awareness drives us to continuously improve and ensure that our products contribute to sustainable development. The process begins with partnering with highly skilled suppliers who align with our ESG values. We promote fair labor practices while developing and sourcing eco-friendly materials, and we emphasize energy-efficient production processes throughout the value chain.

Our Promise: To develop workwear that considers environmental and social impacts beyond our own company.

Our Practice: To reduce our environmental footprint by identifying, monitoring, preventing, and minimizing negative impacts on both the environment and people.

We Will Always Strive to Improve!

We will at all times comply with legal and other applicable requirements.

We are committed to continuous improvement in all processes.

This includes work methods, competence development, and the utilization of available technology.

Mandalen, 06.05.2025



Katrine Wold Deunk
CEO