

QEHS-Policy for Our Integrated Management System (IMS)

Viking as a part of **RAJA Group** is committed to providing a great customer journey and delivering on our mission to be the preferred supplier of workplace solutions.

Based on our values: **Integrity, Accountability, Innovation, Teamwork and Respect** we have defined the following Quality, Environmental Protection and Health & Safety (QEHS) Policy for us:

- We operate a programme of continual improvement of our quality, occupational health and safety, and environmental management system to enhance our performance.
- We pledge ourselves to sustain and continuously improve our IMS in order to fulfil the requirements of the actual standards of ISO 9001, ISO 14001 and ISO 45001 families.
- Together with our suppliers, we will meet all product, environment and health & safety related laws, regulations and guidelines.
- We're passionate about sustainability and strive to create a positive impact by using sustainable resources, products and encouraging biodiversity as well as prevent pollution.
- Climate change and other global challenges that we must face and consider appropriate countermeasures, within the framework of our commercial activities.
- The CSR Strategy and the IMS are the frameworks to achieve our QEHS objectives.
- In occupational health and safety, we are committed to the active consultation and participation of employees and, where applicable, their representatives
- We will provide safe and healthy working conditions for the prevention of work-related injury and ill health which are appropriate to the specific nature of the OH&S risks
- We lead our employees by example with respect to quality, environmental protection, health and safety, and sustainability.
- We continuously subject our business processes to independent QEHS audits
- We will openly communicate our integrated management system policy to all interested parties .

By adopting this policy, the Senior Management Team commits to the provision of the requisite resources, priorities and training to fulfil its obligations and requires all associates to comply with the requirements of the Integrated Management System and this policy.

We expect our employees, contractors and partners to embrace these principles and reflect them in every aspect of the work they perform. The long-term business success of Viking depends upon our ability to continually improve the quality and value of our products and services in order to enhance customer satisfaction while protecting people and the environment.

This commitment is in the best interests of our customers, our employees, our stakeholders and the communities in which we live and work.

CEO
Raffael Reinhold

A blue ink signature of Raffael Reinhold, consisting of stylized initials and a surname.

CFO
Dominik Müser

A blue ink signature of Dominik Müser, consisting of stylized initials and a surname.