

A large, dark blue speech bubble with a white border, centered on the page. The text "Health, Safety & Wellbeing Policy" is written in white, bold, sans-serif font inside the bubble.

Health, Safety & Wellbeing Policy

Health, Safety & Wellbeing Policy

1. Policy statement:

In JYSK we are committed to offering a safe, healthy and supportive work environment both physically and socially. In JYSK it is a part of our culture to take good care of our employees' health, safety and wellbeing. The JYSK definition of wellbeing is the state of being healthy, happy, safe and motivated. In JYSK it is the line manager who has the main responsibility to ensure that this culture is present.

2. Scope:

This policy applies to all of JYSK's own workforce, both employees and non-employees. The scope of the policy is to describe the frames within health, safety and wellbeing across all areas of JYSK, being retail, distribution centres (DC) and head offices (HO).

It covers areas like work-life balance, flexibility at work, fair and equal opportunities and recognition, physical and mental health and safety.

The policy is available to all employees on our intranet, MYJYSK, and depending on which role our employees have at JYSK, they will go through the relevant training to ensure that our commitment on this area is cascaded through the organisation.

3. Objectives and targets:

We want to eliminate accidents, reduce absence due to work-related accidents and want to ensure that our employees experience that their health, safety and wellbeing is taken care of. Therefore we monitor and have targets within the following areas:

- Health & safety (Lost Time Injuries)
- Increased employee loyalty (eNPS)
- Become top 10 in benchmark assessments on inclusion provided by internationally recognised partners

We want our employees, candidates and other stakeholders to have a positive perception of health and safety as well as wellbeing at JYSK.

4. Actions, strategies, processes:

In JYSK we have various initiatives that support our work with wellbeing.



Partnerships

JYSK has partnerships with several organisations evaluating employers' policies and workplace. These organisations are internationally recognised to provide audit of companies' policies and practices. Part of the audit is also the areas of health, safety and wellbeing, where JYSK policies and procedures are reviewed by international and local standards.

Our own employee satisfaction survey at JYSK is run by a well-known external consultancy. This consultancy gathers data from leading organisations across the world and benchmarks JYSK with their results. This gives JYSK perspective on where we are top in class and where we need to focus more. Our external partner is certified according to several international standards, such as ISO norms, SOC 2, Ecovadis and WCAG 2.2.

5. Governance

The most senior responsible for implementation of this policy in JYSK is the EVP HR. It is the local (country/DC/HO) management teams that are responsible for localisation and execution of this policy. JYSK has a Health & Safety organisation consisting of both internal employees and external companies, who ensure that JYSK complies with international and national legislation.

This policy describes the minimum frames within health, safety and wellbeing and should be adjusted locally to law, agreements and market situation.

It is to be published in local language on the country MYJYSK site.

All line managers are responsible for the health, safety and wellbeing in own business unit. The HR Manager is responsible for the overall frame, and that the minimum requirements are kept.

Role	Responsible	Responsibility
Policy owner	EVP HR	Provides strategic oversight and ensures alignment with corporate goals. Most senior level responsible for the implementation of the policy in JYSK.
Policy approver	Sustainability Management Group	Reviews and approves policies, ensuring consistency and compliance on policy form.
Policy responsible	HR department	Drafts, and revises policies.
Policy implementation	HR organisation	Ensures the policy is enforced throughout JYSK's own operations. Local country/DC management teams are responsible for localisation and execution of this policy.

6. Compliance and grievance mechanisms

JYSK ensures compliance through different channels:

- Onboarding of new employees
- Regular trainings, both online and offline
- Follow up by the line managers, HR and Health & Safety (H&S) departments

Tracking compliance:

- Onboarding (follow up on onboarding programmes)
- MYDEVELOPMENT wellbeing scores
- Exit interviews
- Yearly Reporting on Lost Time Injuries
- Monthly Accidents/Incidents reporting in the DCs (plan to have it in retail in FY26)
- Monthly Sick absence reporting
- Employee Satisfaction Survey
- Exit survey

Grievance mechanisms:

- JYSK Values and JYSK Leadership are foundation for grievance mechanism
- Direct manager to handle cases reported by employees with supervision of 2nd level manager
- HR and H&S departments in case line management is not acting
- Whistleblower application

7. Reporting and transparency

JYSK reports on progress to our stakeholders through:

- BI reporting on sick absence, accidents, incidents
- Employee Satisfaction reporting
- MYDEVELOPMENT reporting
- MYLEARN reporting

All of the above is available to all relevant stakeholders according to their area/organisation of responsibility.

8. Related policies

- Employee Code of Conduct
- Salary and Benefits Policy
- Learning and Development Policy
- DEI Policy
- Human Rights Policy
- Sick Absence concept

Approval and updates:

This policy has been approved by JYSK EMT and is valid from November 2025 and will be revised no later than 2027.

Appendix: Terms and definitions

Term	Definition
MYJYSK	Intranet available to all JYSK employees in all locations.
MYDEVELOPMENT dialogues	A yearly development dialogue between manager and employee. In the loop is also 2 check-ins during the year.
MYLEARN	The name of our JYSK e-learn platform.
JYSK EMT	JYSK Executive Management team.
Dare to Care initiatives	A name for a campaign we run decentralized in the countries where the whole retail- and HR organisation in a given period put full focus on the psychical working conditions in the stores (stock rooms, welfare rooms, offices etc.), to secure a proper, tidy and safe environment.