

# Health & Safety policy

We do not compromise on health and safety. We follow national legislation as a minimum and respect internationally agreed principles. This also includes following the applicable collective agreement and regulated working hours for employees to ensure 24-hour and weekly rest, overtime pay, and annual holidays. We strive for our employees to experience their workplace as safe, developing, and stimulating. We want to inspire our employees to affirm their health through wellness.

Accidents at work that result in injuries mean unnecessary suffering for the individual and reduced productivity for the company. Therefore, a good and safe working environment is an important strategic issue. Our ultimate goal is to have a workplace completely free of health risks and injuries. Therefore, we work systematically with continuous improvements in our management system and working environment.

We focus on preventive measures and the employee's responsibility for their safety. The responsibility for enforcing laws and regulations is delegated to the line organization. Leaders consistently lead by example. Work environment work takes place in collaboration with employees. It is on the agenda at shift meetings, daily production meetings, department meetings, management group meetings, board meetings, and other relevant meetings.

A person with knowledge of the work environment and relevant legislation is appointed as coordinator for the work environment and the safety committee. All managers receive training in systematic work environment. Employees receive information about risks and relevant training in safe behavior. Visitors and contractors must receive sufficient information to be able to carry out their visit or assignment in accordance with our security rules.

Utdrag ur R-000001 Verksamhetsmanual, version 6.0 från 2024-07-03

# Health & Safety policy

We have a management system that at least includes:

- **Risk analysis** to identify and remedy deficiencies in the work environment, including ergonomics, which can lead to physical or mental ill health.
- **Occupational hygiene measurements** where there is exposure to, for example, gases, dust, noise, solvents, or isocyanates to ensure that the correct protective equipment is used and that no statutory limit values are exceeded. A doctor must approve work with special health requirements before the work begins.
- **Safety rounds** to detect faults and maintain order. Management team representatives participate in safety rounds at scheduled intervals.
- **Targets and action plans** based on identified improvement areas and NIBE group targets. Action plans are followed up by the safety committee.
- **Regular inspection** of fire protection equipment, forklifts, work machines, and other devices that may pose a risk in case of malfunction. Carried-out checks are documented, and/or the equipment is marked with the check date.
- **Reporting of incidents and accidents.** Employees are encouraged to report and participate in investigations.
- **Emergency preparedness.** Evacuation drills and review of emergency preparedness plans take place at least yearly. The results of completed exercises are documented and analyzed for improvements.
- **Investments** and other changes in the business must be made with consideration for possible improvements in the working environment.

Utdrag ur R-000001 Verksamhetsmanual, version 6.0 från 2024-07-03