

**REJLERS AB**  
**OCCUPATIONAL HEALTH AND SAFETY POLICY**

<b>Prepared by</b>	<b>Officer</b>	<b>Revision date</b>
Sustainability Director	Sustainability Director	3 December 2025

<b>Approved by</b>	<b>Date</b>
Group Management Team Rejlers AB	3 December 2025

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# OCCUPATIONAL HEALTH AND SAFETY POLICY

## A PART OF THE OPERATIONAL EXCELLENCE

### DEFINITIONS AND SCOPE

This policy is a governing document that applies to all activities and all employees in Rejlers Group, including all subsidiaries, partners and suppliers operating under Rejlers direction.

This policy is an addition to Rejlers Code of Conduct. Being a part of the Group policies, the policy shall be read and acknowledged by all employees as yearly routine.

### POLICY

We care about our employees. We are committed to improve the conditions and ways in which we work as well as the systems we manage our and our partners' health and safety with. After the workday, everybody should return home healthy and have both mental and physical energy left. Therefore we:

- Identify and eliminate work hazards, unnecessary and high safety, and health risks, and respond to changes in our operating environment also by involving and consulting our personnel. We eliminate hazards and reduce occupational health and safety risks using a hierarchy of controls which means that the danger should primarily be eliminated/minimized, and that protective equipment is used as a final step if the danger cannot be eliminated.
- Ensure that we comply with our legal obligations, industry requirements like machine and electrical safety and other requirements imposed on us by our stakeholders
- Have a dialogue with the employees to identify and minimize unhealthy physical and mental stress
- Have systematic safety measures and risk-based thinking to prevent work accidents and work-related illnesses
- Enable good office environment and ergonomics and our employees have the opportunity to influence their own workplace and the planning of their work
- Welcome differences based on culture, gender, orientation, age, and religion and support open communication across organisational boundaries
- Train and support leaders in their roles, as they have the responsibility for the well-being and safety of their employees
- Give all Rejlers employees an introduction to their occupational health and safety practices and organisations, observation, and reporting obligations, and to this policy
- Ensure all Rejlers Group companies have a policy and an action plan in place against unhealthy addictions

Occupational health and safety objectives are:

- No work-related accidents or illnesses, low sick leave rates, lower insurance rates and costs, but even more importantly:
- Employees that are happy to work at and for Rejlers and recommend Rejlers as an employer
- Employees with long and productive careers with Rejlers.