

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

<b>Prepared by</b>	<b>Officer</b>	<b>Revision date</b>
Head of Sustainability / Quality and Sustainability Board	Head of Sustainability	18 March 2022

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The Board Rejlers Sverige AB	21 April 2022

## OCCUPATIONAL HEALTH AND SAFETY POLICY

Rejlers work to safe and healthy working conditions, which means that the following requirements will be met:

- Unhealthy physical and mental stress will be minimized
- Safety measures to prevent accidents and other industrial injuries
- The opportunity to alternate working postures
- The opportunity to influence your own situation regarding the layout of your workplace and planning of your work
- Accept differences from culture, gender, orientation and denomination

Good management and functional cooperation between the employer and employees are essential for creating good working relationships and to be able to continually improve wellbeing and safety at work.

It's the employer who is ultimately responsible for the work environment in the company.

Managers at Rejlers, who have the practical opportunity to influence operations in organizational and financial terms, have a key responsibility for efforts to make a good work environment. Those responsible for the work environment are obliged to keep themselves up to date with current and coming laws and regulations relevant standard changes provisions and agreements and act proactively and accordingly to ensure Rejlers compliance to its commitments.

Employees are also expected to report about potential shortcomings of the management system and unsafe circumstances they encounter at work. Rejlers as an employer actively tries to either eliminate the unsafe or stressful factor or minimize the effects of such circumstances.

Health is a prioritised issue for Rejlers. Conditions shall be provided to promote wellbeing both within and outside work.

There shall be a policy and action plan in place in every segment of the company covering all employees on preventing the abuse of alcohol and drugs or addiction to gambling.