

## 5. POLICY

Occupational health and safety (OH&S) are an essential aspect of Nefab's business operations. We firmly believe that incidents can be prevented by promoting a culture of safety, and we are committed to ensuring a secure work environment for our employees, contractors, and other partners. Our vision of zero harm to people and the environment applies to all our operations, regardless of their location.

### 5.1. COMPLIANCE

As a minimum requirement, all Nefab companies must comply with all applicable occupational health and safety national legislation, local regulations, and other requirements such as corporate standards or customer requirements at their facilities, when applicable. Compliance will be assessed regularly to ensure adherence to laws, regulations, safety systems, programs, and policies.

### 5.2. RISK MANAGEMENT

Nefab has established a process for identifying, assessing, and controlling workplace hazards to create a safe, healthy, attractive workplace and manage risk accordingly. A hierarchy of controls shall be applied to the risks detected.

### 5.3. PRODUCTS

Nefab ensures that customers have confidence in the origin, quality, and safety of our products by considering OH&S aspects during design & development.

### 5.4. COMPETENCE AND TRAINING

Nefab will ensure that employees, contractors, and relevant stakeholders receive OH&S training and have the necessary knowledge and skills to perform their work safely at the site.

### 5.5. CONTINUOUS IMPROVEMENTS

Nefab strives to continuously improve OH&S systems, processes, and performance to achieve an incident-free workplace.

### 5.6. COMMUNICATIONS

Nefab is committed to consulting and involving workers and their representatives in its OH&S activities. We are transparent in our communication and maintain an active dialogue with stakeholders regarding OH&S issues.

Nefab leaders and employees are dedicated to working together to build a strong culture focused on interdependent based safety and a positive work environment. All employees, contract workers, and suppliers are responsible for OH&S, and actively participate in activities to assess, control, and improve OH&S performance in their workplace.



Per Öhagen, CEO Nefab AB

Stockholm

Stockholm, 10 June 2024