

2025-02-13

Health and Safety Policy

We do not compromise on health and safety issues. The companies within the NIBE Group follow national legislation as a minimum level and respect internationally agreed principles. We want our employees to perceive the workplace as secure, developing and stimulating. Through health promoting activities, we want to inspire our employees to affirm their own well-being.

Work related accidents that result in injuries cause unnecessary suffering for the individual and loss of productivity for the company. This makes a safe working environment into a strategic matter. Our ultimate goal is to have workplaces entirely without health hazards and injuries. Hence, we expect all companies to work systematically to continually improve the working environment.

Focus shall be put on preventive measures and the employee's individual responsibility for his or her own safety. The responsibility to uphold regulations is delegated through the line organization.

Leaders shall consistently lead by example. Health and safety shall be part of the agenda on shift meetings, daily production meetings, department meetings, management group meetings, board meetings and other relevant meetings. This policy shall be read in conjunction with instruction documents regarding health and safety related areas, such as fire safety and chemicals.

A person knowledgeable within health, safety and relevant legislation, shall be appointed as coordinating the health and safety work as well as the Safety Committee. All leaders shall receive training in systematic health and safety work. Co-workers shall receive information about risks and relevant training in safe behavior. Visitors and contractors shall receive enough information to be able to carry out their visit or assignment according to our safety rules.

We expect all companies within the NIBE Group to have a management system that at least covers the following parts:

- Risk assessments to identify and remedy any deficiencies in the work environment, including ergonomics, which can lead to physical or mental health.
- Occupational hygiene measurements where exposure of for example gases, dust, noise, solvents or isocyanates. Ensure that proper protective equipment is used and that no statutory limits are exceeded. For work with special health requirements, a physician must give approval before work begins.
- Safety walks to detect faults and maintain orderliness. Representatives of the Management team shall participate in safety walks according to scheduled intervals.
- Targets and action plans based on identified improvement areas and the NIBE Group targets.

- Regular controls of firefighting equipment, lifting equipment, forklifts, machines and other devices that might pose a risk when malfunctioning. Completed checks shall be documented and/ or equipment marked with check date.
- Reporting of near misses and injuries. Employees shall be encouraged to report and participate in investigations.
- Emergency preparedness. Evacuation drills and review of emergency response plans shall be done at least every year. The results of completed exercises shall be documented and analyzed for improvements.
- Investments and other changes shall be made taking into account possible health and safety improvements.

Approved by the Board of NIBE Industrier AB 2025-02-13