



POLICY

Occupational Health & Safety

We provide a healthy and safe work environment for our employees, by continuously aiming to meet the highest standards of safety at all our workplaces to prevent workplace injury, ill health and promoting employee health and wellbeing.

We take into account the impact of health and safety when we make business and strategic decisions.

Through engagement and participation at all levels of the business, we commit to continually improve our systems to provide a safe and healthy environment to work in.

We are committed to:

- Developing a safety culture within the business
- Giving priority to health and safety of our employees, providing education, training and motivating them to carry out all activities in a safe and responsible manner
- Complying with all applicable regulatory requirements and obligations, including customer's requirements, to which we subscribe
- Requiring suppliers and sub-contractors to adopt the principles of this policy

- Pro-actively assessing health and safety risks, and define, document and implement improvement plans to eliminate or reduce them
- Providing leadership, processes, resources and training to support the OH&S culture in our company
- Ensuring the safety of employees whilst working on customer sites by properly carrying out risk assessments prior to work being carried out
- Ensuring that OH&S performance and compliance to this policy is monitored, documented, and communicated in a clear and transparent way to employees, authorities and other stakeholders
- Developing and marketing safe products and services for end users.

Our policy is based on:

- Corporate HSE Policy
- Our Values
- Our Operational Management System (OMS)
- Lean Six Sigma
- Our key performance indicators
- Risk based thinking
- Our sustainability approach

We are committed to continually improve our OH&S by proactively monitoring the frequency and severity of incidents, to minimize the number of incidents, accidents, near misses, observations and dangerous occurrences.

All personnel that work for or on behalf of FlexLink have the responsibility to follow and support this policy.

Tom Adolfsson
CEO
September 1st, 2022