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Valid for: <b>Group</b>			Position Issuer: <b>CEO</b>
Title: <b>Occupational Health and Safety Policy</b>			Position Approver: <b>CEO</b>

## Occupational Health and Safety Policy

Höganäs' success is created by our people and our company culture. The commitment to provide a working environment where people can grow and develop, and where we minimise workplace hazards, exposure to harmful substances and stress, permeates the entire organization. Our standpoint is that all accidents and work-related ill health can be prevented.

Our policy is simple: ***We work safely – or not at all***

For Höganäs, as an employer, this translates into making it a priority to provide a sound working environment. This includes providing the necessary resources and remaining in contact with employee representatives.

For Höganäs' managers, this entails committing to establishing an effective organization and systematic ways of working. Our managers lead by being present and involved, by setting an example and by encouraging openness and supporting systematic ways of working, best practices and good initiatives.

We all contribute to a safe, healthy and creative working environment where we follow safety rules, internal procedures and practices.

We fulfil this policy in that:

### **We maintain clear rules and effective systems**

We apply agreed ways of working and always follow safety rules. We proactively conduct risk assessments to reduce risks and minimise stress factors. We report and learn from mistakes without blaming. Each identified risk provides an opportunity to improve not only safety, but also our health and wellbeing.

We systematically monitor our workplace exposure, control the physical workplace safety and assess stress-related hazards in order to work with continual improvements.

### **We have the skills**

We run training programmes that ensure that our employees in every role have the right skills to be able to manage hazards and to work safely. This includes the ability to stop and ask for advice if something is perceived as uncertain or unclear. Competent specialists support the organization.

### **We nurture a strong safety culture**

We apply our leadership principles and share a common, value-based way of behaving and paying attention to safety issues in our workplace. We respect, believe in and take care of each other. We do not tolerate any form of abusive or discriminating behaviour. We always,



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without exception, put safety first and take action when we see unsafe conditions or behaviour.

### **We meet stakeholder requirements**

We adhere to current legislation as a minimum level for our work. We monitor outcome and transparently report on our safety related objectives. We encourage all our stakeholders to have high expectations of our safety performance.

### **We work with safety in our value chain**

We proactively convey our expectations on safe behaviour to our suppliers of materials and services as expressed in the Supplier Code of Conduct. Our procedures ensure that contractors work safely within our operations. We supply our customers with safety data sheets to make them aware of potentials risks and adhere to any other legal requirement.

Every day offers new opportunities to listen to each other, take action and make improvements, and to go home safe and sound.

This policy is communicated to our internal stakeholders and is made available to external stakeholders on a needs basis.

The policy is subject to periodical reviews to ensure that it remains applicable.