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NORD-LOCK GROUP

Policy Health and Safety

Nord-Lock Group is the world leader in secure bolting solutions. "Build connections that last" is what we adhere to. The products we proudly develop and manufacture with the highest quality standards, secures billions of critical bolted connections around the globe. Our commitment extends beyond mechanical bonds to focusing also on lasting human connections, which is why health and safety always is at the center of our activities.

In all our decisions, we prioritize the safety, health, and well-being of our co-workers and partners. The efforts to create a safe and healthy work environment add value to our business. It enhances both quality and productivity, increases engagement and improves the well-being of our people.

Nord-Lock Group aspires to be our industry's safest employer, with each manager actively promoting a healthy work environment from both physical and mental perspectives.

This document specifies the requirements that we place on our ourselves to maintain a safe and healthy work environment for everyone involved in any activity undertaken at our locations as well as related to the development and use of our products.

Our mission is to safeguard human lives and customer investments – always ethically, with integrity and in full compliance with law in everything we do.

Malmö, Sweden, 20th of August, 2024

A handwritten signature in blue ink, appearing to read "Daniel Westberg". The signature is fluid and stylized, with a long horizontal stroke extending to the right.

Daniel Westberg
CEO, Nord Lock Group

Health and safety are everyone's responsibility

We expect everyone to contribute to and maintain a safe and healthy work environment:

- The CEO is ultimately responsible for all workplace health and safety and shall create conditions and provide resources so that a systematic health and safety management approach can be applied through out the entire organisation. The CEO can, when appropriate, delegate the day-to-day health and safety supervision and management to managers.
- As a manager, you are responsible and accountable for implementing both national and local health and safety laws, Nord-Lock Group requirements and local work procedures. You are expected to analyse and act on health and safety occurrences, provide training, share information, and monitor health and safety performance and improvements. Managers and leaders with delegated responsibility must have sufficient training.
- As an employee, you are responsible for understanding and acting in accordance with this policy, reporting occurrences that may affect your or others work environment and for behaving in a way that ensures both your own health and safety and that of others.

Our commitment to our co-workers and partners

We are committed to ensure the health and safety of our co-workers, suppliers and contractors, our clients, the general public and other third parties in relation to all our activities undertaken at our locations as well as related to the development and use of our products. We strive to always:

- Provide and maintain a sustainable working life by safe and healthy working conditions, equipment and systems of work for all co-workers and for co-workers to feel job satisfaction, pride, desire to learn, cooperation and development.
- Continue to reduce injuries, illness and involve our employees in health and well-being activities.
- Create accessible work places for all, free from harassments, bullying, discrimination, abuse, drugs and alcohol, *further addressed in our Code of Conducts for Co-workers and Business Partners.*
- Continuously review and improve the work-place environment and health and safety in consideration of new legislation and changes in work practices.
- Achieve continuous improvement through developing leadership and a culture including health and safety considerations including the consultation and participation of employees in safety committees or other forum.
- Make sure that health and safety objectives and targets will be incorporated in local planning and monitored to ensure they are implemented. Best practices will be developed and shared throughout the company.
- Review and revise this policy on a regular basis.



Ensuring excellence in implementation

Our health and safety policy is founded on the belief that hazards, near misses, accidents, injuries, work-related illnesses, unsafe acts and conditions can be prevented. As a minimum standard we expect all our Business Units to prevent accidents and cases of work-related ill health by:

- Identifying, analyse, and solve any organizational mishaps or hazards to prevent them from happening again by health and safety processes and procedures.
- Encouraging co-workers to identify actual and potential unhealthy and unsafe conditions, take action and make suggestions and recommendations for improvement, and bring them to management's attention.
- Requiring managers to respond to and follow up on recommendations and improvements from co-workers until the risks are reduced or eliminated.
- Providing a reporting system where all co-workers can report hazards, near misses and accidents and where these occurrences can be analysed and mitigated.
- Developing and provide clear instructions, information and adequate training, to ensure that co-workers are competent to do their work. Work instructions include identified health and safety risks and how to handle them.
- Offering adequate personal protective equipment based on the work place risks identified. Our co-workers are obliged to wear it according to the instructions set up by the company.
- Maintaining and uphold safe plants and equipment. Adequate operating instructions and maintenance arrangements are in place to ensure that all our machines and tools remains safe to use.
- Ensuring safe handling and use of chemicals and/or biological substances by providing special instructions before use where the substance is not be handled until all safety precautions have been read and understood.
- Implementing emergency procedures, including evacuation in case of fire or other significant incidents.
- Assessing workplace ergonomics such as manual handling, repetitive work, static working positions and other relevant ergonomic risks and provide possible modifications.
- Making sure that any visitors or contractors are informed of any applicable local safety rules and regulations for their visit.