

## OHS POLICY

We promote health and wellbeing at work by focusing on welfare, equality, diversity and maintaining a good working environment. Every year, we shall provide documentation on the systematic work with occupational health and safety improvement activities and actions to ensure quantifiable improvements in the physical and psychosocial working environment, by:

- Having safety come in first every time. We shall promote a safety culture and continuously increase the number of preventive actions and implement actual improvements, encompassing the input from all employees.
- Training and empowering our employees through involvement and participation, enabling them to be competent in safety and act responsibly throughout the organisation.
- Improving the working environment to minimise dust and noise exposure by the development of solutions for remotely operated machinery.
- Caring about each other's safety and wellbeing on the workplace.

This policy substantiates on the method of the company for the organisation of improvement work and tangible targets and action plans within the scope of our management system for occupational health and safety. They shall all satisfy the requirements in the NS-EN ISO 45001:2018 standard.

Date: 19<sup>th</sup> February 2026