

Health & Safety Policy

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1 Introduction

This health and safety policy regulate Scandi Standard AB's and its subsidiaries ("the Company" or "Scandi Standard") workplace health and safety responsibilities and commitments.

1.1 Purpose

The purpose of this policy is to describe the goals and objectives for Scandi Standard in order to achieve and maintain a healthy and safe mental and physical working environment where employees feel motivated to take responsibility for and improve their health and safety. This policy is an extension of Scandi Standard's Code of Conduct paragraph 7 (social conditions) and the sustainability platform 'the Scandi Way'.

1.2 Scope

This policy applies to all employees, contractors, auditors, consultants and board members in all markets and countries where Scandi Standard operates without exemption.

2 Health & Safety

2.1 Responsibilities

All employees, contractors, auditors, consultants and board members have equal responsibility with the company for health and safety at work and are to take care of the Health and Safety of themselves and of other persons who may be affected by their acts and omissions' and co-operate with management to enable management to carry out their responsibilities.

The Chief Executive Officer has the overall responsibility for the implementation of the policy and is responsible for ensuring that the policy is widely communicated and that its effectiveness is monitored. To read more about how Scandi Standard monitors Health & Safety, see Section 2.3 in this document.

All managers are responsible for the implementation of the policy and that its effectiveness is within the area of their specified responsibility.

Appointed Health and Safety Officers are responsible for co-ordinating effective health and safety policies, processes and controls across Scandi Standard, provide general advice when needed, identify health and safety training needs and acts as the Company's formal link with Health and Safety authorities.

2.2 Commitments

Scandi Standard is committed to create and maintain a physical and mental working environment where people can work safely and to inspire all employees to take responsibility for and improve their own health and wellbeing. The Company is committed to managing operations in a way that complies with all relevant health and safety legislation and standards.

To support the commitments, Scandi Standard will continuously maintain and improve organizational structure and resources to effectively organize, plan, control and monitor mental and physical workplace health and safety risks and to proactively work to ensure diversity, inclusion and inspiration to a healthy lifestyle.

In line with sound business practice Scandi Standard will:

- Establish measurable objectives and targets to ensure continuous improvements aimed at eliminating work related injuries and illness.
- Develop and maintain management systems that establish responsibilities, objectives and targets, monitoring methods and a review process.
- Conduct suitable and sufficient assessments of health and safety risks and implement appropriate risk control measures and preventive actions.
- Provide professional and competent resources to assist in meeting health and safety objectives and targets.
- Provide information, instruction and training and where required job specific training.
- Provide adequate arrangements for consultation and communication to create a positive health and safety culture.
- Provide and maintain work equipment that is safe and does not create health risks.
- Promote and clearly communicate that the company strive for diversity, equality and do not accept discrimination of whatever nature, threats, oppression or harassment in any form among our employees or business partners.
- Investigate and take immediate actions against any reported harassment.
- Consider workplace health and safety aspects in investment and procurement decisions.
- Provide inspiration within nutrition and physical activity for a healthy and sustainable lifestyle.

2.3 Monitoring

Scandi Standard has combined key performance indicators (“KPI”) of health and safety to ensure a constant focus:

- Attendance (% of employees attending work)
- Lost-time accident rate (LTA, accidents causing sick leave)
- Near accidents and accidents
- The employee engagement survey: Scandi Pulse
- Equal Opportunities

By monitoring these KPI's, Scandi Standard will set both Company wide and local action plans with activities and processes that takes Scandi Standard further in achieving the best possible workplace.

The KPIs are reported on a quarterly and annual basis and presented to the General Management quarterly. They are also reported yearly in the annual report.

3 Document Directives

3.1 Ownership

Group HR Director is the owner of this document.

3.2 Approval

This document is approved annually by the CEO.

3.3 Maintenance & Updates

The policy is reviewed by the document owner and approved annually and when need arise by the CEO.

3.4 Accessibility

The policy is made available on the Company's intranet or other platform where corporate governance documents can be found.

4 Policy Breach

A breach towards this policy should be reported through proper channels to closest manager or HR. More so or through the company's whistle blowing function. For more information and when to use the whistleblowing function, see Whistleblowing Policy on the intranet.

5 Version

Version No.	Author	Purpose/Change	Date of approval	Document Reference
1	Karin Jansson, Group HR Director	Creation of policy	2020-09-23	GM Minutes