

## Nordec Health and Safety Policy

### We in Nordec:

- provide a healthy, safe and secure work environment for our employees, contractors and visitors who work or spend time at our plants, construction sites and other work environments
- have personal responsibility of safety at work and it is a fundamental prerequisite for being employed at Nordec.
- take occupational health and safety into account in all activities and decisions throughout the company and are committed to follow legal requirements
- constantly improve our procedures as a part of the management system to reach the targets set for health and safety
- have a constant dialog with all our employees and personnel groups or their representatives to ensure commitment and participation to safety work at all levels
- believe that all accidents can be prevented, and our goal is zero accidents, injuries, and work-related illnesses, to achieve this goal we:
  - lead by example
  - ensure that all employees are provided with all necessary knowledge, training and equipment
  - must interrupt and instruct colleagues and contractors when they take a risk or fail to comply with established safety rules
  - improve the employees' physical and mental wellbeing through preventive work
  - systematically identify and eliminate the root causes of accidents and near misses which have occurred

### Our customers

- will get safely and responsibly delivered products and services
- are sure that our operations also on customer premises are handled in a safe way

Helsinki 14.11.2022

A handwritten signature in blue ink, appearing to read "Kalle Luoto".

Kalle Luoto  
CEO Nordec Group