

Occupational Health & Safety Policy

The health and safety of all employees are of fundamental importance to Lindab Group. We strive to create an inspiring and caring culture where every employee feels engaged, empowered and able to perform and grow professionally, free from any harm to mind and body.

This policy describes the overriding principles for Occupational Health & Safety in Lindab Group. Our goals and targets are high, both long and short term. Results and compliance are closely monitored, and this policy will be revised annually.

Our vision is zero accidents, injuries or work-related illness, and we do not tolerate harassment of any kind. We go beyond legal compliance, and always implement applicable industry standards.

We want a workplace with no accidents or work-related illness. Part of being a responsible employer is making sure that our businesses are structured and organised in safe ways and that we never allow working conditions that could harm or make people ill.

Managers on all levels must:

- Lead by example and be a role model for their employees.
- Ensure necessary resources and promote a positive attitude towards Health & Safety.
- Take an interest in the employee's well-being, understand that we all are different, and work for a good work balance.
- Train the employees in work tasks, safety rules, reporting, first aid and fire safety.
- Arrange the right personal protective equipment and ensure that it is available and used in every work situation where needed.
- Have a good dialogue and involvement with employees and safety officers.
- Handle reporting of incident and accidents in the Health & Safety system (TIA) prompt and start investigation without hesitation or delay. Make risk assessments before and after actions are done. Follow up on actions to reduce the risk and prevent it from happening again.
- Be sure that Lindab Group safety rules, safety alerts and campaigns are in place, communicated and easy to find on safety boards.
- Follow systematic Health & Safety work with risk assessments of machines and work tasks. Make regular safety inspections.
- Make safety walks regularly.
- Work with continuous improvements to make sure that production equipment is safe to work with and use.

It is everyone's responsibility to:

- Follow safety rules and safety instructions.
- Wear the right personal protective equipment.
- Report risks in the Health & Safety system TIA at the workplace and be helpful to colleagues.
- Take 5! – stop, think, identify, plan and proceed in your job.
- Participate in the Health & Safety work to achieve a good workplace.
- Make sure that your training for your work task is up to date.
- Have a clean and tidy workspace.

All sites will formulate measurable objectives and action plans regarding Health & Safety based on this policy.

Disciplinary actions:

Those who violate our H&S Policy, Group H&S guidelines or any laws, will be subject to appropriate disciplinary actions, which may include termination of employment.

This Occupational Health & Safety Policy has been adopted by the Board of Directors of Lindab International AB (publ) December 11th 2023