

## Occupational Health & Safety Policy

The health and safety of all employees is of fundamental importance to Lindab Group.

We strive to create an inspiring and caring culture in which every employee feels engaged and empowered to perform and grow professionally, free from any harm to their mind or body.

This policy outlines the fundamental principles of occupational health and safety within the Lindab Group. Our goals and targets are ambitious, in the short and long term. Results and compliance are closely monitored, and this policy will be reviewed annually.

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

We want a workplace free from accidents and work-related illnesses. As responsible employers, we must ensure that our businesses are structured and organised in safe ways, and that we never allow working conditions that could harm or make people ill.

To share knowledge of accidents and how to prevent them, monthly meetings are held with responsible managers from every company.

All managers must:

- Lead by example and act as a role model for your employees.
- Ensure that the necessary resources are in place and promote a positive attitude towards health and safety.
- Take an interest in your employees' well-being. Understand that we are all different and work towards achieving a good work-life balance.
- Train employees in work tasks, safety rules, reporting procedures, first aid and fire safety.
- Arrange for the correct personal protective equipment to be available in every work situation where it is needed.
- Have a good dialogue and involvement with employees and safety officers.
- Handle the reporting of incidents and accidents in the health and safety system (TIA) promptly and start an investigation without hesitation or delay. Conduct risk assessments before and after actions are carried out. Follow up on actions to reduce risk and prevent recurrence.
- Ensure that Lindab Group safety rules, safety alerts and campaigns are in place and communicated, and that they are easily accessible on safety boards.
- Follow a systematic approach to health and safety, carrying out risk assessments of machines and work tasks.
- Conduct regular safety inspections and safety checks.
- Work on continuous improvements to ensure production equipment is safe to use.

Everyone is responsible for:

- Follow all safety rules and instructions.
- Wear the correct personal protective equipment.
- Report any health and safety risks at the workplace using the TIA system and help your colleagues.
- Take 5! Stop, think, identify, plan, then proceed with your work.
- Participate in health and safety initiatives to help create a safe working environment.
- Make sure your training for the work task is up to date.
- Have a clean and tidy workspace.

All sites will develop measurable objectives and action plans relating to health and safety, based on this policy.

Disciplinary actions:

Anyone who violates our Health and Safety Policy, Group Health and Safety Guidelines or any laws will face appropriate disciplinary action, which may result in termination of employment.

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

Revised by the Board of Directors of Lindab International AB (publ) October 17th 2024 and October 16<sup>th</sup> 2025.