



**Eltronic Group**  
ENGINEERING IMPACT

# Work Environment Policy

## 1 Scope

This work environment policy applies to Eltronic Group and its subsidiaries.

## 2 Purpose

This policy outlines Eltronic Group and its subsidiaries' commitment to providing a healthy, safe, and supportive working environment. The purpose of this policy is to provide direction and clarity on our ambitions and priorities for Eltronic Group as an employer.

## 3 Ownership

The Work Environment policy is owned and governed by the CEO and Board of Directors of Eltronic Group. The CEO of each subsidiary is obliged to implement this policy unless it is replaced by a specific company policy covering at least the same purpose, statements, and targets.

## 4 Governance

Eltronic Group's Executive Board defines the ambitions and priorities regarding the work environment and is regularly informed on performance and initiatives related to the work environment. Eltronic Group has appointed an HR Board with representatives from the major companies and relevant departments within Eltronic Group. The function of the HR Board is to advise the Executive Board about the legal requirements and risks and opportunities related to the work environment. The HR Board meets regularly to discuss the development and direction of the ongoing initiatives and reporting tasks.

## 5 Evaluation

The policy will be evaluated every two years or more frequently in the event of significant changes to the subject of the policy.

## 6 Policy

It is the policy of the group that we show through our actions the utmost conviction in ensuring that none of our employees or those working under our management or direct sphere of influence are subject to physical or psychological harm. We will ensure that due diligence is shown in all safety-related matters, working both on-site and off-site.

We are dedicated to ensuring a safe working environment where all employees feel comfortable sharing as much of themselves as they wish, free from judgment, retaliation, or fear.

### 6.1 Policy Statements

We will live up to our policy by:

- Ensuring that safety rules are based on applicable legislation as the lowest denominator and that these rules are known by all parties.
- Assigning necessary resources for effective and relevant handling of the work environment including implementation of technical aids, training, and continuous improvements.
- Demonstrating zero tolerance for discriminatory and abusive behaviour and accommodating the individual needs of employees to the greatest extent possible.
- Proactively prevent work-related injury and/or illness by consulting and involving employees in this work.

## 6.2 Policy Targets

We will live up to our policy by:

- Achieving an annual Lost Time Injury Frequency (LTIF) of 1.5 or lower, calculated as (number of lost time injuries with × 1,000,000) / total hours worked. A lost time injuries is defined as an incident with absence of more than one full working day.