Gunnebo Group Occupational Health & Safety Policy

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Table of Contents

1 Purpose 3

2 Scope 3

3 General Principles 3

4 Related Documents 4

1 Purpose

The purpose of this document is to describe Gunnebo Group´s Occupational Health and Safety Policy. This policy is established in line with Gunnebo Group's Sustainability Approach.

2 Scope

This policy statement is valid for all Gunnebo Group Companies, locations and activities. It takes into account the wide range of health and safety legislations under which our companies operate. Our group Health and safety policy applies to all group employees, temporary staff and contractors.

3 General Principles

At Gunnebo Group, we strongly believed that Health, Safety and Wellbeing are critical to the success of our business. As specified in our sustainability approach, our goal is to provide safe work conditions and prevent any major event.

Hence, in Gunnebo Group, we are committed to:

- Comply with health and safety regulations and standards to which the business is subject;
- Identify and assess the hazards associated with our operations and eliminate or minimise risk exposure;
- Proactively work to control our core hazards;
- Provide the right tools and equipment to carry out tasks safely and effectively;
- Provide our people with training and development opportunities to ensure that every activity is carried out in accordance to the company's health and safety requirements;
- Openly and honestly report incidents, fully investigate those and learn from them;
- Communicate and share knowledge on safety to promote a safety culture;
- Create a work environment where employees can speak up and feel empowered to stop any unsafe work.

Consequently, we expect our production plants to:

- Implement latest version of the Gunnebo Safety Rules
- Have made it mandatory for all Employees who enter the production floor to wear safety glasses and safety shoes (minimum class S1)
- Have made it mandatory for all visitors who enter the production floor to wear safety glasses and safety shoes or steel toe caps

And our management to:

- Fully understand, support and apply the content of this policy;
- Demonstrate visible leadership, including setting a personal example, communicating, promoting best practice, encouraging and recognising anyone who contributes to the delivery of our vision;
- Have a constructive dialogue with employee representatives and union organizations;
- Maintain a safe working environment to ensure that no one gets hurt or is made unwell when doing his/her job;
- Transparently report to the group serious workplace hazards, recordable accidents and actions plan;
- Never compromise on health and safety;

and our employees to:

- Know and apply safety rules;
- Respect the materials and tools at their disposal;
- Wear Personal Protection Equipment all the time when/where applicable;
- Immediately withdraw from any life-threatening situation;
- Speak up if they believe the work environment or a task in unsafe or if they see an unsafe act;
- Act responsibly for oneself and others.

4 Related Documents

Gunnebo Group Sustainability Approach

Gunnebo Safety Rules