

# HEALTH AND SAFETY POLICY

At Bravida, we put the health and safety of our employees first and consider this in all decisions we make. In our efforts to provide a safe and inclusive workplace, we bring value to our business through productivity, increased engagement and improving our employees' well-being. Bravida has a **Vision Zero**. None of our employees shall suffer injuries or ill health, physical or mental, due to their work.

## **Health and safety is everyone's responsibility**

Bravida strives to foster a positive, safety-conscious corporate culture by promoting care for each other, through clear leadership and personal accountability. Therefore:

- We promote safe behaviour and share best practices.
- All employees are obliged to assess risk and intervene in unsafe acts or conditions, and if necessary, stop work that poses a risk for anyone's health and safety.

## **All employees are also responsible for:**

- Ensuring that any visitors who they are hosting are informed of any applicable local safety rules and regulations for their visit.
- Ensuring that any contractors working with Bravida are inducted in all applicable local safety rules and regulations.

## **As a manager at Bravida, you are:**

- Responsible and accountable for implementing both national and local health and safety legislation.
- Enforcing Bravida's safety regulations and all other applicable working procedures.

**As a supervisor, you are responsible for:**

- Enforcing Bravida's safety regulations and all other applicable working procedures.
- Assessing the work environment for the tasks instructed by you as well as providing sufficient measures in accordance with Bravida's safety instructions to ensure the health and safety of Bravida's employees.

**As an employee at Bravida, you are responsible for:**

- Acting in accordance with this policy, and for behaving in a way that ensures your own health and safety as well as that of others.
- Being active when performing safety training.
- Following Bravida's safety regulations and all other applicable working procedures.

**Working systematically**

At Bravida, health and safety are integrated into our management system, supported by central resources and implemented through our chain of command.

**Working together**

At Bravida, we believe that great results are achieved together, in business and in health and safety. We value collaboration and welcome perspectives different from our own to strengthen our culture and performance.

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Mattias Johansson  
CEO and Group President

This policy is in line with Bravida's other policies, its Code of Conduct and its core values.