

## NCC's Health and Safety Policy

### PURPOSE

This policy forms the basis of our efforts to create and maintain a healthy and safe work environment by eliminating hazards, reducing risks and raising awareness among employees, external partners, visitors and suppliers. NCC's Health and Safety Policy contributes to our vision of zero accidents in the workplace. Think safe – Work safe – Be safe.

### SCOPE

This policy covers both the physical and psychosocial work environment at NCC and in the environment affected by NCC's work. The policy applies to all NCC employees and anyone who works at an NCC workplace. All NCC employees, partners and suppliers must act in a safe manner and always keep health and safety top of mind.

### STRATEGY

NCC has the following strategy for creating a healthy and safe work environment:

- Everyone is responsible for being engaged and involved in creating a safe and healthy workplace. Everyone who works at an NCC workplace has a mandate to take a "Time Out" and act if they observe a risk or a risky behavior.
- Products, suppliers and methods must always be chosen with health and safety in mind.
- The risk of accidents and ill-health is identified through continuous mapping, assessments and evaluations of all work. The aim is to eliminate hazards and reduce risks in the work environment at as early a stage as possible. This applies particularly to especially high-risk work such as working at height, heavy crane lifting and working in a traffic environment.
- NCC has education adapted to our work environments to achieve the highest level of competence within health and safety among our employees and others who work at NCC's workplaces. NCC communicates and shares best practices and experiences in order to strengthen the safety culture.
- Regular monitoring and feedback to management teams results in frameworks, targets and activities that aim to prevent the risk of accidents and ill-health and to develop the company's management systems.
- At NCC everyone must comply with legislations and other applicable requirements.
- NCC will consult and work with employees and their representatives in its drive to achieve a good work environment.

### COMMUNICATION

NCC's Health and Safety Policy is communicated and available on NCC's intranet.