



## NCC Group's Health & Safety Policy

### 1. Introduction

Jointly with NCC's values, this Policy forms the foundation for our effort to create a healthy and safe work environment. Think safe – Work safe – Be safe.

### 2. Policy Statement

#### 2.1. Scope

This Policy applies to all NCC employees and it is the responsibility of NCC manager to improve the work environment. All NCC employees, partners and suppliers must act in a safe manner and always take health and safety issues into account.

#### 2.2. Zero Vision

Our vision for health and safety is "Zero accidents."

#### 2.3. Strategy

We will achieve our vision and create a healthy and safe environment through:

- Commitment and consideration – Each and every employee has a personal responsibility to be committed to and involved in the creation of a healthy and safe workplace, to act safely and to take "Time Out" if they observe risky or unsound behavior in the workplace.
- Right products and methods – Products, stakeholders and methods must always be selected with due consideration for health and safety.
- Risk awareness – The risk of accidents and injuries should be reduced through continual mapping of root causes in the design, planning and validation phases, of all work. The objective is to minimize the risk potential and share best practices at the earliest possible stage. This applies particularly to high-risk jobs such as work at height, heavy assembly work and work carried out in a traffic environment.

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- Communication and competency – We are building a learning organization with the highest possible level of health and safety competences among our employees. In combination with dialog and reflections, this will help us create a healthier and safer environment and to become the customers’ first choice. We must always emphasize the importance of health and safety in the workplace and promote the right attitude and behavior.
- Feedback – Continuous, regular follow-up and feedback will reduce risks and prevent accidents and injuries in order to improve our health and safety culture.

At NCC workplaces, it is a matter of course that we comply with laws, other rules and the company’s health and safety regulations.

### 3. Accountability, monitoring and compliance

- This Group Policy is approved by the CEO of NCC AB.
- The Health and Safety Policy is reviewed annually and revised where necessary.
- The SVP Group HR, who is responsible for the content of this Policy, shall:
  - ensure the adequacy of the content of this Policy and propose changes and revisions when needed,
  - ensure the Policy is appropriately communicated,
  - monitor understanding and adherence to the Policy, and
  - respond to known or reported violations of the Policy.
- The primary target audience of this Policy comprises business area managers and heads of staff functions who are responsible for enforcing the Policy and thus need to have in-depth knowledge of it.
- Procedures in the event of non-compliance are outlined in NCC’s Code of Conduct.

### 4. Communication

The NCC Group’s Health & Safety Policy is communicated and available on NCC’s intranet.

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