



Instruction

Health & Safety Policy



Document Information

Policy Holder (name and title)	Karin Holmberg, Head of HR Business Partners
Governing and Related documents:	

Distribution, Confirmation and Implementation

This policy shall be distributed to the following groups of persons and shall be confirmed in accordance with the table below.

Confirmation required for this Policy	Received	Read	Implemented
GMT	X	X	
Senior Managers	X	X	X
Middle Managers	X	X	
Managers	X	X	X

By confirming that the policy document has been RECEIVED, the recipient confirms that he/she is aware that the policy document exists.

By confirming that the policy document has been READ, the recipient acknowledges having read and understood the contents of the policy.

By confirming that the policy document has been IMPLEMENTED, the recipient

- has informed all pertinent persons within his/her respective unit of the contents of the policy
- has established a process to ensure that the principles and the minimum requirements of the policy will be followed within his/her respective unit

Versions

This policy has been updated since implementation and the most important changes are listed below.

Version	Major changes since last version
2019:1	Contact Person at HR
2020:1	General Review

Health & Safety Policy

Introduction

Dustin Group's Health & Safety Policy outlines our commitment to a healthy and safe working environment.

We acknowledge that our employees are key to our success. Providing a healthy and safe working environment is essential to our business and in line with the ethical standards defined in our Code of Ethics. Our ambition is to have a workforce that is motivated and healthy - physically, mentally and socially.

Dustin Group follows national law in all countries where we operate. The applicable legislation in the respective country of operation sets the minimum standards required by Dustin Group.

Dustin's Health & Safety Policy applies to all employees, managers, in-house working consultants, officers and board members of Dustin Group, in all markets and at all times. Introduction of this policy document is included in the integration playbook for the acquired companies. In addition, Dustin Group expects its suppliers and other business partners to adhere to this policy document at all times when conducting business with or on behalf of Dustin Group, directly or indirectly.

Health & Safety Principles

Our commitment to providing a healthy and safe working environment supports the following health and safety principles:

- Provide a safe, friendly and respectful working environment for all our employees and promote health and well-being
- Ensure compliance with applicable occupational health and safety legislation and regulations in the countries where we operate
- Integrate health and safety management into our business operations and processes
- Emphasize that both management and individual employees share responsibility for healthy and safe working conditions
- Strive to continuously improve our health and safety performance through holistic risk management, safety rounds and regular performance reviews
- Proactively working to prevent work-related accidents, occupational injuries and incidents as well as employee victimization and discrimination
- **Promote a healthy lifestyle and support voluntary activities that enhance employees' wellbeing and work-life balance.** We also pay attention to and take immediate actions on all forms of drug abuse
- Promote occupational health and safety awareness through communication and training
- Take immediate actions in situations where incidents, safety rounds or feedback identify areas for improvement in our health and safety management
- **Support Dustin's Corporate Responsibility work, by protecting not only our own employees, but also promote safe working conditions in the supply chain**

Guidance, Compliance and Reporting

The President & CEO has ownership of this policy document and performs annual content and compliance reviews.

Enforcement and compliance follow-up is **part of every manager's responsibility**. All employees are responsible for familiarizing themselves with the content and for acting in accordance therewith, and are encouraged to voice concerns with their immediate manager and to highlight examples of good practice. All operations covered by the policy document will be regularly reviewed.

If you have any questions regarding this policy, please consult with HR Department or Head of Corporate Responsibility.

Dustin Group AB

Att: Head of Nordic HRBP organization or Head of Corporate Responsibility

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Updates and Reviews

This policy document shall be reviewed and updated annually or as needed based on the recommendations of the HR Department and Head of Corporate Responsibility.