

# Group Policy Health, Safety, Environment and Quality

This Policy describes the management commitment to Health, Safety, Environment and Quality in all our operations. It sets the framework for local objectives, target settings and decision making in the management system processes. Compliance with this Policy is mandatory for all employees and anyone working on our behalf.

## Scope

Health, Safety, Environment and Quality are integrated in our management and business processes. We consider Health, Safety, Environment and Quality aspects in the full value chain perspective, when planning our business and our assignments.

Our objectives are to:

- Ensure decent working conditions and provide a healthy and safe working environment free from accidents and work-related illness at our offices, at client's offices, in the field, in business travel and at project sites. This also includes a safe and healthy workplace from a physical, emotional and mental well-being perspective.
- Increase positive impacts and reduce negative impacts on the environment in procurement, own office operations and in our assignments. This includes climate, circularity and nature. We base our decisions on a holistic mindset where we consider all aspects of sustainability.
- Create sustainable value for our clients and other stakeholders, and enable continuity and growth of the company.

We manage risks, enhance opportunities, and ensure a sustainable, responsible and profitable business.

This Policy applies to all employees of subsidiaries and entities in which AFRY AB exercises decisive control (directly or indirectly).

## Principles

We commit to:

- Deliver high quality, sustainable services and solutions.
- Raise sustainability awareness.
- Identify areas where we can increase positive environmental impacts and reduce negative impacts, including but not limited to greenhouse gas emissions, energy use, waste, and sustainable resource management.
- Act pre-emptively to identify, control, and eliminate health and safety risks, and take appropriate corrective action.
- Comply with relevant and applicable laws, regulations and standards.
- Continuously improve our health, safety, environment and quality performance.

We do this by:

- Identifying our stakeholders, understanding their needs and expectations, and maintaining meaningful dialogue and collaboration.
- Implementing systematic and standardised working practices, providing the training needed.
- Taking a precautionary approach and taking in to account health, safety, environment and quality aspects in our business planning, project planning and decision making, identifying and managing opportunities and risks.
- Working closely with our clients to develop sustainable services and solutions, in a timely

manner, meeting or exceeding their expectations on the agreed scope of work.

- Encouraging a leadership that promotes health and safety in the daily work.
- Encouraging a leadership that continually seek to improve environmental performance.
- Keeping ourselves up to date with laws, regulations, standards and best practices.
- Reporting and managing accidents, incidents and deviations.
- Monitoring and reflecting on our performance, learning from our experience and the feedback from our stakeholders.
- Being transparent by having health, safety, environment, and quality related status as part of the annual sustainability reporting.

## Roles and Responsibilities

The Head of Quality, the document owner of this Group Policy, is responsible for its content, updates, maintenance, and for ensuring that it is properly published.

Division and Country Management are responsible for communicating and implementing this Group Policy, and for ensuring that all employees within their area of responsibility are familiar with and follow this Group Policy.

Managers at all levels are responsible to take into account relevant health, safety, environment and quality aspects, objectives, risks and opportunities as part of planning and monitoring their business or function, and to ensure that supporting procedures are developed as needed. Managers are responsible to ensure that their team, including third parties working on our premises or at client sites, have awareness of this policy and applicable procedures, and have the right equipment to undertake their duties in a professional and safe manner.

All bid managers are responsible to consider the aspects of this policy and to make appropriate assessment against the Code of Conduct in the bid process.

All project managers are responsible to identify and manage relevant health, safety, environment and quality aspects, risks and opportunities in the project planning and execution.

All employees are responsible to follow the applicable procedures of the management system, at all times use the safety equipment needed for their work, and to report accidents, incidents, risk observations and deviations.

Compliance to this policy is monitored by the Quality Audit program.