

Group Policy Health, Safety, Environment and Quality

At AFRY we are committed to pursuing our mission and conducting our business in a healthy, safe, and environmentally responsible manner. We strive to deliver services that delight our clients and meet their requirements for quality and reliability.

We believe that every person matters and we are dedicated to continually improving our management system to enhance client satisfaction and improve health, safety, and sustainability in our daily work. Complying with applicable health, safety and environmental legislation laws and regulation is a foundation for our activities and improvements.

We encourage all our employees and collaboration partners to participate in continuously improving our workplace Safety, Health, and Wellbeing standards.

This Policy describes the Management's commitment to Health, Safety, Environment and Quality in all our activities and operations, and sets the framework for objectives, target settings and decision-making in all our operational, administrative and management processes.

Compliance with this Policy is mandatory for all AFRY employees and anyone working on our behalf including all employees of subsidiaries and entities in which AFRY AB exercises decisive control (directly or indirectly).

Scope

Requirements and expectations for promoting and managing Health, Safety, Environment and Quality are integrated into our management and business processes via AFRY's Management System.

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 workplace injuries and illnesses at our offices, at client's offices, in the field, in business travel and at project sites. This 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.

Principles:

We commit to:

- Deliver high-quality, sustainable services and solutions that meet our client's expectations.
- 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, safety, environmental and quality related risks, and take appropriate corrective or preventive action.
- Comply with relevant and applicable laws, regulations and standards.
- Continuously improve our health, safety, environment and quality processes and performance.

We do this by:

- Identifying our stakeholders, understanding their needs and expectations, and maintaining meaningful dialogue and collaboration.
- 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
- Implementing systematic and standardised working practices and providing the training needed.
- Taking a precautionary approach and taking into account health, safety, environment and quality aspects in our business planning, project planning and decision-making, identifying and managing opportunities and risks.
- Encouraging a leadership that promotes health and safety in daily work and continually seeks to improve environmental performance.
- Keeping ourselves up to date with laws, regulations, standards and best practices.
- Taking all reasonably practicable steps to provide adequate working conditions, information, instruction, training and supervision, and to safeguard the health, safety and welfare of all our personnel and collaboration partners at our offices, at client's offices, in the field, in business travel and at project sites.
- Encouraging all our employees to speak up and cooperate with management and safety representatives in all safety matters, in the identification of hazards which may exist, and in the reporting of any condition which may appear dangerous or unsatisfactory.

- Provide clear protocols for reporting health, safety and environmental incidents and other deviations from our standards and processes.
- Monitoring and reflecting on our performance, learning from our experience and the feedback from our stakeholders.
- Evaluating the performance status and conditions for health, safety, environment and quality management as a part of our repetitive Management Review process.
- Being transparent by having health, safety, environment, and quality-related status as part of the annual sustainability reporting

Roles and Responsibilities

Everybody at AFRY has a part to play in building a mature company culture with a focus on quality and a healthy, safe, and sustainable workplace.

AFRY Top Management is overall responsible for providing the aim and ambition for quality, environment, health, and safety compatible with the strategic direction of AFRY and integrated into our business processes.

Top management shall demonstrate leadership and commitment with respect to AFRY's management system by taking overall responsibility and accountability for the prevention of work-related injury and ill health, as well as the provision of safe and healthy workplaces and activities.

Division Management and Group Function 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 for taking into account relevant health, safety, environment and quality aspects, objectives, risks and opportunities as part of planning and monitoring their business or function, and ensuring that supporting procedures are developed as needed.

Managers are responsible for ensuring 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 for considering the aspects of this policy and making appropriate assessments against the Code of Conduct in the bid process.

All project managers are responsible for identifying and managing relevant health, safety, environment and quality aspects, risks and opportunities in the project planning and execution.

All employees are responsible for following applicable processes and procedures and at all times using the

safety equipment and other precautions and safe working methods needed for their work, and for reporting health, safety and environmental incidents, risk observations and deviations.

The Head of Group HSEQ is responsible for the content, updates and maintenance of this policy, and for ensuring that it is properly published.