

Occupational Health and Safety Policy

Purpose

Purpose of the Policy

The Policy aims to ensure safe and healthy working conditions and to prevent work-related injuries and ill health.

By doing so, we aim to increase job satisfaction, productivity, and motivation of our employees. The policy provides a framework for the company's Occupational Health and Safety (OH&S) objectives.

The OH&S system is an integral part of Harju Elekter's Sustainability Strategy and is reflected in our processes and everyday operations. The OH&S Policy further specifies the rules constituted in the Harju Elekter Group (HEG) Code of Conduct.

Scope

This Occupational Health and Safety Policy applies to all employees within the HEG, including third parties acting on behalf of the HEG. We also require our suppliers, sub-contractors, and external partners to comply with similar principles.

Roles and responsibilities

All employees within the HEG are responsible for complying with applicable OHS legislation, the HEG's Code of Conduct and the OH&S Policy.

The managers of all Harju Elekter companies are responsible for ensuring that their teams and functions are compliant with this Policy and for monitoring such compliance.

General principles

Preventive approach to minimize risks in the work environment

We are committed to providing our employees with a healthy and safe working environment, where each employee's contribution is valued.

We proactively assess risks and focus on eliminating hazards in the work environment. This is established through effective planning and considering all the risks and hazards throughout the supply chain.

We also commit to fulfilling legal requirements and other applicable requirements.

Safe and healthy working environment

To create safe and healthy working conditions, we:

- Identify and eliminate or control work-related hazards and risks to promote health at work and prevent any accidents or property damage;
- Record and investigate all observed incidents and accidents to prevent their recurrence;
- Ensure that workers and their representatives are consulted and encouraged to participate actively in all elements of safety management for better cooperation at all levels;
- Aim at zero accidents and continually improve safety procedures to achieve the goal of becoming an accident-free workplace.

Awareness

At Harju Elekter, we acknowledge that the prerequisite for well-being at work is open communication and continual and systematic development involving everyone in the organization, as we realize that all employees play a big role in establishing a safe work environment. Each manager's and employee's duty in the HEG is to prevent injuries and ill health.

We establish a safe work environment through:

- Defining and communicating the responsibilities, accountabilities and authorities of persons who identify, evaluate or control OH&S hazards and risks.
- Providing our employees with high-quality and compliant personal protective equipment with adequate training.
- Organising regular safety training, ensuring that all our employees have the necessary knowledge, understanding and ability to implement safe and healthy work practices.
- Sharing best practices and lessons learned from incidents and accidents to raise awareness and to act proactively.
- Engaging our employees, employee representatives, and partners in decision-making on matters related to occupational health, safety, and well-being in their daily work.