Group Health & Safety Policy

Introduction and contents

Our ambition is to set health and work-safety as fundamental elements of Systemair identity and success. The company will be recognized for being an excellent employer, demonstrating a strong sense of responsibility for our people and ensuring a safe and healthy work environment for employees, contractors and visitors.

The contents of this policy should always be top of mind at our workplaces. This policy exists to set out group-wide requirements and guidance on responsible health and safety practice. Failure to comply with this policy can have serious consequences for Systemair.

All who work at Systemair are expected to understand, promote and assist in the implementation of this Policy.

Systemair is a member and supports the UN Global Compact's 10 Principles on human rights, labor, environment and anti-corruption. This policy supports parts of the first principle on human rights as well as the sixth principle on labor rights.

The contents of this policy are:

- Introduction and contents
- Scope of policy
- General principles and specific requirements
- Roles and responsibilities
- A safe working place
- A healthy working place
- Continuous improvement
- Communication and education
- Reporting

The English version of this policy shall prevail should there be any discrepancies between other translated versions.

Scope of policy

This policy applies to all Systemair group companies and for all Systemair's employees. This policy is mainly relevant for companies with manufacturing operations, sales companies can only adhere to the requirements that are applicable to their business.

General principles and specific requirements

The following sections describe key areas on workplace safety and health for Systemair companies to work with in a responsible way. In addition to the specific parts described in this policy Systemair's overall code of conduct contains the following non-negotiable code:

"Constant high focus on health and safety in our workplaces with a systematic approach to reduce work-related injuries."

Roles and responsibilities

This policy is approved by the VP Global Supply Chain, member of Group Management. It is revised as needed to ensure an up-to-date policy in line with internal and external stakeholders' requirements and expectations. Group Manufacturing is responsible for developing and revising the policy.

We value human life above all other considerations and will not compromise our Health and Safety ambitions. Management must have knowledge of relevant Health and Safety issues and demonstrate commitment through hands-on leadership and behavior. Systemair is committed to the fulfilment of legal and other requirements.

All employees have a personal responsibility to adhere to this policy. Local Management has extra responsibility to promote this policy and create necessary conditions to follow and monitor compliance.

A safe working place

Systemair is committed to the provision of safe and healthy working conditions for the prevention of work-related injury and ill health. We are committed to the elimination of hazards and reduction of risks related to our operations. Systemair will protect the security of our personnel, partners and visitor against damaging incidents caused by deliberate actions.

A healthy working place

At Systemair we will contribute to the promotion of health, first by ensuring a safe place to work but also by securing a healthy working environment by limiting work-related operations that could cause long-term health issues. We also encourage our employees to have a healthy lifestyle with local support and incentives.

Continuous improvement

Systemair shall set and review measurable and achievable Health and Safety objectives to assess our performance.

All production companies are expected to make a yearly plan for how to cope with and improve their health and safety status, including an honest description of current status, targets for improvements, main activities and how to follow up.

We are committed to the consultation and participation of workers and workers' representatives in Health and Safety matters.

Risk management

Systemair manages risks on a continuous basis with a larger assessment carried out annually. Systemair's overall risk management process consists of four steps: identification, assessment, mitigation and monitoring. Workplace health and safety is evaluated on an overall level in this process, while more specific Health and Safety risks are managed locally in each group company. Systemair is a global enterprise, and the risk of violation depends on multiple aspects such as country of operations.

Communication and education

This policy is available on Systemair's Global Management System and should be read by all who have access to it. If any uncertainties arise after reading, this should be brought up with the individual's immediate manager.

Local Systemair companies must carry out regular training for employees on the contents of this policy to improve awareness and knowledge on the topics. New employees should always be trained when they start.

Reporting

Potential issues must be escalated or, if not possible, reported through the Whistleblower function. Escalation is based on one of Systemair's core values *Trust* and the importance of employees and managers reporting and escalating possible violations when made aware.

All accidents with sick leave are expected to be reported immediately to responsible management and quickly to central operations. This is to ensure a quick follow up of the accident to secure good medical treatment and learning to prevent similar risks in other production units.

With the annual and quarterly reporting relevant indicators are gathered to give information on progress and provide a transparent view of status for stakeholders.

Through Systemair's whistleblower function employees and partners can provide information while being guaranteed total anonymity. All reports are received and investigated by an external company. Cases can be reported via Systemair's website or Intranet. Cases are reported to Systemair's whistleblowing committee.

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