

BUFAB GROUP POLICY

Health & Safety

BUFAB

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1. Background and purpose

The purpose and background of Bufab's Health & Safety Policy centre around the company's commitment to ensuring a safe and healthy environment for all employees, customers, and other stakeholders. Bufab recognises its far-reaching responsibility for its operations and their long-term impact on people, the environment, and society.

Bufab's Health & Safety Policy defines the scope and overall ambitions for health and safety, serving as a broad framework for the entire group. Our policy recognises that our corporate global responsibility must be balanced, considering the needs of our customers, other stakeholders, and profit.

To ensure that all entities within Bufab ('the Group') comply with applicable laws and regulations and that the Group's values and preferred business practices are communicated and upheld throughout the entire organisation, Bufab AB (the parent company) has developed several governing documents, including this policy.

2. Audience

The policy applies to all entities within the group, including all personnel, management, and board members of the parent company and all Bufab companies, referred to as "sister companies". The MD of each company in the Bufab Group is responsible for ensuring that employees understand the content of this policy. The policy also shares the vision and ambitions with relevant stakeholders: suppliers, customers, investors, authorities, and the public.

3. Policy statement

Safety and occupational health are achieved by defining, implementing, and continuously improving processes, understanding each employee's contribution to Health & Safety, and actively sharing knowledge and best practices across the Bufab Group. As a fundamental principle, we adhere to all applicable laws and regulations. This policy also supports ongoing efforts to outline Bufab's progress in health and safety across all Bufab companies.

4. 1. Business responsibility

4.1. Our Commitment to safety & Occupational health

- Comply with applicable laws and regulations and other stakeholder requirements.
- Ensure a safe and healthy environment that supports the ongoing well-being of employees and stakeholders.
- Committed to fostering an organisational safety culture that is inclusive and reliable.
- Adopt a best practice process approach to develop our safety culture continuously.
- Consult, educate, and inform our employees on health and safety matters.
- Proactively and systematically work to eliminate or reduce health and safety risks, preventing work-related injuries and ill health.
- The application of procedures and standards is essential for achieving our objectives. We regularly review and update them to ensure our policy aligns with our safety values and strategic direction.
- Define the organisation with clear roles and responsibilities and ensure the necessary resources are in place to implement and maintain a health and safety management system that provides a safe and healthy workplace environment.
- Conduct risk analysis reviews to identify opportunities for eliminating hazards, reducing risks, and minimising adverse impacts.
- Promote and share best practices to improve our safety performance continuously.
- Consult with employees about ideas and the effectiveness of our programs.
- Monitor the performance of KPIs and objectives to prioritise activities for improvement.
- Respect workers' rights to refuse to participate in unsafe work and to report unhealthy working conditions.
- Protect downstream stakeholders by ensuring all products on the market meet applicable regulatory, quality, and safety requirements. No deliveries will be made unless all regulatory and safety stipulations are fully satisfied. We aim to comply with regulations fully, exceed customer expectations and have zero safety-related incidents or claims.

4.2. Our safety and well-being goals

- Maintain premises and equipment in accordance with safety regulatory requirements and adhere to manufacturer guidelines.
- Provide information, training, qualified resources, and supervision for employees to ensure their competence to perform their duties safely.
- To safeguard our employees' physical and mental health by encouraging work-life balance and well-being.
- Ensure that emergency preparedness and procedures are established for addressing health and safety issues.
- Employees are aware of the inherent risk involved in the process and have access to protection (e.g., chemical exposure, physical risk, etc.).
- Ensure that staff consistently act safely and diligently while contributing to identifying and reporting hazards and incidents to enhance workplace safety and well-being and achieve the goal of zero accidents.
- Engage only contractors who demonstrate due regard for health and safety matters.
- Regularly monitor performance, revise policies and procedures in pursuit of continuous safety improvement.
- 100% Compliance with REACH and ROHS
- Zero REACH /ROHS compliance NCs in CIMM audits

4.3. Respect for our employees

- At Bufab, we recognise that our employees are integral to the success of our organisational programs. These programs cannot be sustained without their engagement.

4.4. Bufab companies shall be able to demonstrate

- How has your company implemented this policy and informed employees of their rights, duties, and responsibilities?
- An H&S management system should be established, whether following Bufab Best Practices or local standards. It must include a clear structure for your company's health and safety organisation, with well-defined roles and responsibilities.
- That risk assessments and safety walks are conducted regularly, resulting in actions for improvement.
- That Health & Safety KPIs are in place, followed up, and actions are taken
- Maintenance plans for equipment/machinery and buildings are in place and carried out.
- Record and report lost-time accidents and illness cases and verify the effectiveness of actions taken.
- There is a process to report risk observations, incidents and accidents. Actions are taken on what has been reported.
- Emergency procedures are in place.
- That all employees engage and participate in the efforts to improve Health & Safety.
- A procedure to ensure your company monitors and complies with local laws and regulations.
- That working hours are monitored and not exceeded, and employees have sufficient rest time.
- That employees are provided with and use PPE where applicable, such as ear protection, safety shoes, gloves, etc.
- That employees are trained on their tasks and are aware of the risks connected to them.
- That Contractors/Service providers are assessed to meet our requirements

5. Roles and responsibilities

The CEO, who also decides on matters affecting Bufab, is responsible for the company's operations, including Health and Safety. The CEO has delegated operational responsibilities to appointed Group and BU (Business Unit) managers and MDs.

6. Exceptions

This policy does not allow exceptions. Any need for exceptions must be clearly defined and documented. The Bufab Board of Directors shall approve all exceptions.

7. Monitoring and compliance

The Board of Directors are ultimately responsible for Bufab Group's strategy and organisation and shall monitor the administration of and compliance with the Health & Safety Policy. The MD of each subsidiary within the group shall annually report on policy compliance to their respective Regional Director and CEO.

Periodic internal audits are conducted at the company level to ensure policy adherence.

8. Bufab Best Practices

Management review ensures that health and safety are integrated into all processes and operations, covering KPIs (key performance indicators), target setting, and continuous improvement.

9. References to associated documents

Apart from this Health & Safety Policy, Bufab has several related group-wide policy documents, which can be found at SolutioNet / Bufab Best Practice.

- HR Policy
- Quality Policy
- Code of Conduct
- Environmental policy
- Sustainable Procurement policy
- Whistleblower policy



Erik Lundén
CEO Bufab Group



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10. Log of updates

| Revision | Date | Update |
|----------|---------|--|
| 1.0 | 2023.12 | New policy first version |
| 2.0 | 2024.06 | Targets added and some updates |
| 3.0 | 2024.06 | Removed red text, which was missed when published |
| 4.0 | 2024.06 | No changes, new revision caused by system error |
| 5.0 | 2024.12 | Revision number added to footer |
| 6.0 | 2024.12 | No changes |
| 7.0 | 2025.01 | New template |
| 8.0 | 2025.03 | New policy document structure adopted by the board |
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