

## Work Environment Policy



**Document manager:** HSE Coordinator  
**Approved by:** Board of Directors  
**Date of approval:** 10 May 2023

## 1. Purpose

The purpose of the Work Environment Policy is to set overall goals, guidelines, and rules for how the Eolus group of companies ("Eolus") handle work environment issues and manages risks associated with the work environment.

## 2. Policy Statement

Eolus will offer services that create conditions for sustainable, long-term, and profitable development. Our ambition is to always be able to offer our employees a safe workplace and be an attractive employer. Together with our employees, we want to create a safety culture where it is seen as a natural part of the work to always act in words and deeds in a way that promotes safety. We believe that injuries can be best prevented if we all comply with applicable health and safety rules and regulations. The work environment work must also be included in all decisions made and all activities that are carried out.

### What do we want to achieve?

- The safety of staff, partners, contractors and suppliers to Eolus should always be a top priority and we will continuously work to achieve improvements in the physical, organizational, and social work environment.
- We will strive for an open dialogue with our employees and give them the opportunity to influence when planning and implementing our activities.
- We strive for a high level of awareness among employees of the risks that exist in the business environment.
- We will influence our contractors and suppliers to develop and deliver products/services that are acceptable in terms of work environment.
- Our activities shall be carried out in accordance with applicable work environment legislation.

### How are we going to achieve that?

- We set out work environment goals and distribute responsibility to our managers who are the ones who coordinate and drive the ongoing work environment management in collaboration with the employees.
- We establish and maintain a systematic management system for the work environment. We collect information from employees about how they experience the work environment, we carry out risk assessments and safety rounds, and we report, investigate and follow up accidents and incidents.
- We will ensure that managers and employees gain/have sufficient knowledge about safety and the work environment through introduction, training, and information.
- We will, in constant dialogue with our contractors/suppliers, make demands on their work environment work.
- We continuously monitor and inform our employees about current work environment legislation.

### **3. Relevant Entity**

This policy applies to all entities within Eolus.

### **4. Roles and Responsibilities**

Eolus' HSE coordinator is responsible for this policy.

The policy is approved by the Board of Directors.

### **5. Exceptions**

Any need for exceptions to this policy should be well documented and reviewed and approved by the CEO and reported to the Board of Directors.

### **6. Monitoring of Compliance**

- Non-compliance with this policy shall be reported to the CEO who is responsible for taking necessary actions.
- A self-assessment of minimum internal control requirements is annually performed and reported to the Audit Committee and the Board of Directors.
- Annual follows up with our managers on:
  - o Work environment goals and
  - o The systematic work environment management