

Health & Safety Policy

At LSAB, health and safety always comes first. We must conduct our operations in a way that ensures we maintain a healthy and safe working environment, both physically and psychosocially. Health and safety must be integral to all of the decisions we take and all the operations we conduct. Everyone involved in our operations must feel safe and secure, whether they are employees, clients, external partners or other visitors.

■ Psychosocial Working Environment

All our operations must be organised and structured in a way that creates a good psychosocial working environment. Managers and supervisors must have the appropriate knowledge on how to achieve this. Work organisation needs to be clear. Working hours and workloads must be established so that they do not result in ill health. Discriminatory treatment is not acceptable in our workplaces, as is made clear by our Anti-Discrimination Policy. Our seven guiding principles lay down the guidelines for how we can all contribute to creating a sustainable psychosocial working environment.

■ Incident and Accident Management

We work actively to avoid and prevent accidents in our operations. We achieve this through risk and incident reporting, as well as by regular follow-up at managerial level. All employees are required to report risks/incidents, and we all have a responsibility to ensure a safe working environment both for ourselves and our colleagues. Our goal is to exclude the possibility of accidents occurring in our operations.

■ Personal Protective Equipment

We ensure that personal protective equipment is available where it is needed and that our employees know how it should be used. All employees are obliged to use the prescribed protective equipment.

■ Machine Safety

We work systematically on preventive maintenance to guarantee a high level of machine safety. Our employees receive the required training to be able to work safely with our machines. In-built safety systems must be activated and not be tampered with.

■ Preparedness for Emergencies

We prepare ourselves for the emergencies that may arise in our operations. We regularly conduct evacuation practices and First Aid training so as to have the right skills in place in an emergency situation.

■ Workplace Ergonomics

We strive to achieve optimal ergonomics, guided by current legislation. We regularly conduct assessments of our workplaces from an ergonomic point of view.

■ Handling of Chemicals

We have routines in place for the safe handling of chemicals, through which we ensure that we do not expose ourselves and/or others to health risks. We continually conduct risk assessments of all our chemicals from both health and environmental perspectives.

■ Fire Protection

We work systematically on fire protection. We ensure that our fire protection equipment is kept in a safe and tested condition. Fire safety rounds are performed regularly. We make sure that we have the necessary knowledge to be able to handle our fire protection equipment.

This policy is applicable to all companies within LSAB.

All employees, external partners and suppliers must contribute to the establishment of a good working environment with a strong emphasis on health and safety, as well as being responsible for policy compliance.

JANUARY 2026

MARCUS WÄRRING
CEO LSAB