

HEALTH AND SAFETY POLICY

TROAX GROUP



OUR COMMITMENT

At Troax Group, we believe that a healthy and safe work environment is of the utmost importance for our employees, customers, and society at large. We recognize that a healthy and safe work environment is crucial to achieving our business goals and promoting sustainable development. Our occupational health and safety policy, based on Troax values, reflects our commitment to continuous improvements in the work environment for our employees.

OUR PRINCIPLES

Troax Group and its subsidiaries strive to provide healthy and safe workplaces.

LEADERSHIP AND RESPONSIBILITY

We believe that effective leadership and clear responsibility are essential for maintaining a safe and healthy work environment. All leaders are expected to ensure a safe and healthy workplace.

PREVENTIVE WORK

We actively work to prevent accidents, injuries, and illnesses through continuous evaluation and improvement of our work processes and identification of risk areas.

HEALTH AND WELL-BEING

We believe that good health and well-being are vital for our employees' work performance and quality of life.

OPEN COMMUNICATION AND COLLABORATION

We believe that open dialogue and close cooperation are essential for creating and continuously improving a healthy work environment. We involve employees in decisions that affect their workplace and encourage every facility to maintain formal cooperation structures, such as safety representatives or a health and safety committee.

CONTINUOUS IMPROVEMENT

We are committed to continuously improving our work environment by systematically monitoring, evaluating, and revising our occupational health and safety processes and methods.

SCOPE

This policy applies to all employees, contractors, and visitors at Troax Group and its subsidiaries at all workplaces and facilities. It is relevant in all situations where health and safety may be impacted.

OUR PROMISE

Troax Group and its subsidiaries commit to adhering to our occupational health and safety policy and the laws in the countries and locations where we operate. This means:

- We commit to complying with all applicable legal and other requirements related to occupational health and safety, both national and international.
- Maintaining and continuously improving our work environment through regular risk assessments and workplace inspections.
- Implementing preventive measures to minimize risks in the workplace.
- Creating a work environment that prioritizes health and safety above all else.
- Ensuring that all employees have access to appropriate protective equipment and that it is used correctly.
- Providing support and resources for employees with health issues, including rehabilitation for those with drug or alcohol problems.
- Promoting a culture where all employees feel responsible for their own and others' safety.

GOALS

- Achieve a 50% reduction in lost time frequency by 2030, from the 2024 baseline.
- Implement a "Vision Zero" program across all production sites to align with Sustainable Development Goals, aiming for zero employee harm and strengthening safety culture and risk management by 2030.

RESPONSIBILITIES

CORPORATE MANAGEMENT

Responsible for implementing and overseeing the health and safety policy and ensuring that necessary resources are available.

MANAGERS AND LEADERS

Responsible for ensuring their teams follow safety procedures and use appropriate protective equipment, and for conducting risk assessments.

EMPLOYEES

Responsible for following safety procedures, using protective equipment, and reporting hazardous situations or incidents.

DEVELOPMENT AND PROGRESS

We commit to regularly reviewing and updating our health and safety policy to adapt it to current legislation and practices. We will measure policy compliance through feedback and monitoring, with a promise of open communication about our progress.

Martin Nyström, CEO

ACTION PLAN

To effectively implement this policy, Troax Group and its subsidiaries will:

- Distribute the policy to all employees.
- Include the policy in the introduction program for new employees.
- Ensure that contractors are informed about and follow our occupational health and safety policy.
- Implement and monitor the policy at our sites.
- Provide resources and support to ensure that everyone can follow the policy.
- Identify improvement opportunities and implement corrective actions as needed.

DIALOGUE AND FEEDBACK

Troax Group encourages open dialogue and values feedback from employees and external stakeholders on how we can improve our occupational health and safety efforts. Questions, suggestions, or risk reporting can be directed to the respective manager, HR department, or local safety officer.

