

HEALTH, SAFETY & WORK ENVIRONMENT POLICY

1. PARTICULARS

Risk category	Compliance
Risk assessment	Not complying with this policy may cause reputational damage.
External reference	Directive 89/391 EEC, ILO standard on occupational safety and health, ISO 9001, ISO 14001, local working environment authorities, UN Sustainable Development Goals.
Internal reference	Solar Cardinal Rules ¹ , Solar Sustainability Policy, Employee Code of Conduct, Employee Handbook.
Target group	This health, safety & work environment policy applies to Solar Group and constitutes the framework for our work in health, safety, and work environment and what this means for Solar. It serves to inform both internal and external stakeholders.
Classification	Public document
Latest update	June 2024
Approved by	Executive Board
Responsible	Senior Vice President Operations
Contact person	VP Operations, Solar Sweden

2. OBJECTIVE OF THE POLICY

The Solar Health, Safety, and Work Environment Policy (HSE) provides high-level guidance on how to operate and inform our employees concerning work environment, health, and safety standards and rules.

3. POLICY

In Solar, we ensure healthy and safe work conditions and strive to do no harm to the environment. Our policy is to follow national and global laws, regulations, and standards at a minimum. Our main HSE principles are:

- Everyone at Solar shall be aware of our HSE policy and our Cardinal Rules on safety, as they are an integral part of our operations.
- We strive for zero work injuries and occupational illness leave. This includes our employees, visitors, and contractors.
- We value a safe and healthy work environment, and we want to create a positive and supportive culture.
- The work environment for our employees is continuously updated and we actively seek out opportunities for improving health, safety, and the work environment.
- Reporting on health, safety, and work environmental incidents is mandatory.

1. Rules for striving towards zero work-related accidents

3.1 Safety

In Solar, we make sure that our employees follow the Cardinal Rules for everyone's safety. We comply with laws and regulations concerning the work environment. We are continuously carrying out training and informing about health and safety and are making sure to provide our employees with the right equipment for a safe work environment. Corrective and preventive measures are taken to avoid repetitive injuries and we report deviations from our safety routines.

3.2 Health

We have an employee handbook where behavioral expectations, policies, and procedures are documented for guidance for our employees and to make sure our employees get the right training and information about creating a healthy and inclusive work environment. Sick rate and sick leave are indicators of our employees' health and well-being. We are in close dialogue with managers to monitor these numbers and to take actions to support a healthy work environment.

3.4 Work environment

Solar ensures active environmental work within our operations, both for a safe work environment and for the protection of the environment. To comply with the policy, we have an annual external audit with third-party audits. We follow up on routines that encompass chemicals and substances that can cause harm to the work environment, health, and safety.

4. DEVIATIONS TO THE POLICY

No deviations from this policy are allowed.

5. DIVISION OF RESPONSIBILITIES

In Solar, health, safety, and work environment is headed by Operations in a joint responsibility with Human Resources. Solar Group Management plays a vital role as an overall committee, when it comes to strategic initiatives and overall priorities.