



## WORK ENVIRONMENT POLICY / WOODPIE AB

Woodpie AB is to offer safe and healthy working conditions in order to prevent work-related injury or illness. The aim is safe and healthy business operations in which hazards are eliminated and work environmental risks are reduced.

We have not identified any major work environment risks, and we are compliant with the requirements imposed on our business in applicable laws and regulations.

The work environment at Woodpie shall protect our employees against ill-health, accidents, threats and violence, and the work environment shall be of a good standard in relation to the work we perform.

We shall strive to create and maintain a work environment of such standard that all our employees enjoy being at the workplace and are able to develop in their work. It shall also be an environment that minimizes risks. It is therefore important to ensure that all employees have the possibility to influence their own work situation. For us, a good and enjoyable work environment is a prerequisite for our ability to be competitive in relation to our customers as well as the new and talented employees we want to recruit in the future.

It is our manager who bears the responsibility for issues relating to the work environment and the external environment. As part of that responsibility, our safety manager shall utilize their authority and powers to create as good a work environment and external environment as possible, and shall involve their immediate superior in situations where their own authority and powers are not sufficient.

Woodpie is to create a safe workplace. There is a clear responsibility on all employees to help achieve a good work environment. Each and every member of staff shall demonstrate personal responsibility for health and the environment in their daily work, and shall be attentive in identifying any potential risks or threats against a good work environment and against the external environment. It is also the responsibility of each and every employee to follow the company's established instructions and procedures regarding the work environment.

Whenever we are faced with changes in or to our business activities, we shall always discuss issues relating to the work environment and the external environment, and we shall examine any potential risks and assess the consequences. We shall do this in cooperation with our employees, in order to be able to prevent negative effects and minimize risks to the greatest extent possible in relation to the work environment and the external environment.

Woodpie is to make demands on suppliers, requiring them to comply with the local work environment rules. Accidents, incidents and risk observations must be reported, analyzed and result in remedial action. Woodpie's objective is that no accidents in the workplace shall occur. Woodpie is to identify risks in possible situations regarding fire, machinery stoppages and power cuts and for these situations establish evacuation and action plans to minimize the risk of injury. Discrimination, offensive treatment, harassment, abuse and threats are not accepted in Woodpie. Employees must be able to feel comfortable, safe and respected in their workplace. Woodpie's employees shall not be under the influence of alcohol or drugs at the workplace. This implies also that employees shall be free from side-effects of alcohol- or drug influence on time intended for work. Drugs refer to substances classified as narcotics, including illegal drugs and pharmaceuticals for other than medical use. Every manager has a right and an obligation to dismiss from the workplace in orderly form employees who are suspected of being under the influence of alcohol or drugs.

This policy was created on 2023-08-04 and it should be revised every year.

A handwritten signature in black ink, appearing to read 'Sandeep Jakkampudi', is written over a circular official stamp. The stamp contains some illegible text and a central emblem.

Sandeep Jakkampudi, VD