



Health and safety policy



Revision history

| Revision index | Description | Date | Issued by | Approved by |
|----------------|--|------------|----------------|---------------|
| 0 | First issue | 2017-09-26 | Sara Ottosson | OX2 Group AB |
| 1 | Updated policy following ISO 45001 | 2020-02-19 | Karin Larsson | Paul Stormoen |
| 2 | Updated with all OX2 countries | 2022-05-11 | Karin Larsson | Paul Stormoen |
| 3 | Updated clarifying the importance of Health and Safety and the Line responsibility | 2023-07-21 | Henrik Grenert | Paul Stormoen |

OX2 Health and safety policy

OX2 wants to be a role model and act progressively and responsibly in trade and industry. We always strive to make a workplace as safe as possible. The OX2 vision is zero accidents and zero harm to our employees, stakeholders, contractors and visitors. We strive to achieve this by demonstrating good leadership, commitment, and continual improvement.

OX2 works actively to protect and promote the physical, psychological, safety, health, and wellbeing of our employees through the following activities:

- Complying with all legal and other relevant health and safety related regulations and requirements
- Identifying and monitoring risks and other hazards and sharing knowledge about risk prevention
- Reporting incidents and observations to reduce risks and learn from experience.
- All accidents and severe near misses will be investigated, and the knowledge and solutions will be shared in the company
- Cooperating with employees and safety representatives, as well as other key stakeholders, concerning health and safety aspects
- Developing the leadership, safety culture and awareness of health and safety issues
- Establish health and safety improvement goals and monitoring their progress
- Continued health and safety training and education of our employees
- Developing an effective use of the health and safety management system

Success at OX2 requires prioritizing both financial- and sustainability targets, including the target to be a leader in health and safety. We are committed to creating a work environment that values the health, safety and well-being of our employees and people who work on behalf of OX2. By integrating safety into all aspects of our operations, we strive to prevent incidents and ensure the well-being of our workforce. Everyone at OX2, including employees, contractors, and visitors, plays a role in maintaining a healthy and safe workplace.

Employees, contractors, and others working at or visiting OX2's sites have a responsibility to follow OX2's health and safety requirements. By clearly establishing that health and safety is a line responsibility within OX2, we reinforce the importance of every individual taking responsibility for their own and others' safety. Together, we will create a secure and healthy work environment to achieve our shared objectives.

Stockholm 2023-07-21

CEO, Paul Stormoen

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