



Document type Policy	Approved CEO	Policy structure — Sustainability Policy — Environmental Policy — Health and Safety Policy — Local Engagement Instruction — Policy Against Corruption
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Health and Safety Policy



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, while following the hierarchy of controls (elimination, substitution, engineering controls, administrative controls, and personal protective equipment) in managing risks
- 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
- Promoting a healthy psychosocial work environment by supporting mental and emotional well-being through initiatives such as, flexible work solutions, mindfulness, engagement surveys and inclusion, while encouraging all employees to contribute to psychological safety and a supportive culture
- Establishing health and safety improvement goals and monitoring their progress
- Ensuring strong contractor health and safety oversight, including prequalification

assessments, ongoing health and safety performance monitoring, and enforcement mechanisms

- Continued health and safety training and education of our employees, including emergency preparedness and response plans to ensure readiness for potential incidents
- Providing access to occupational health services and appropriate health support, such as health checks and fitness-for-work assessments, when relevant
- 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 2025-10-21
CEO, Matthias Taft

Revision history

Revision index	Description	Date	Issued by	Approved by
0	First issue	2017-09-26	Safety Manager	CEO
1	Updated policy following ISO 45001	2020-02-19	Safety Manager	CEO
2	Updated with all OX2 countries	2022-05-11	Safety Manager	CEO
3	Updated clarifying the importance of Health and Safety and the Line responsibility	2023-07-21	Health & Safety and Environment Director	CEO
4	Yearly approval	2024-04-16	Health & Safety and Environment Director	CEO
5	Some updates to align with IFC Standard Requirements	2025-10-21	Health & Safety and Environment Director	CEO

Related policies

- Sustainability Policy
- Environmental Policy
- Local Engagement Instruction
- Crisis Management Policy
- Diversity, Equity and Inclusion Policy

