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## Occupational Health & Safety Policy BIM Group

A good and safe working environment is an important strategic issue for BIM, and the goal is to create a workplace that all employees find safe, developing and stimulating. The aim is also for BIM to be an accident-free workplace. We achieve this by integrating health and safety into everything we do and encouraging leadership that promotes health and safety.

The work regarding occupational health and safety shall be carried out systematically where we continuously investigate, assess, remedy, and monitor risks and deficiencies in our work environment. It shall permeate all decisions taken and given priority in all activities carried out. The basic responsibility lies with BIM as an employer where managers have a clear responsibility to work preventively for a good and safe work environment through a delegated division of tasks. The employees are also included by reporting on risks, following safety instructions and making comments.

Management, employees, and safety representatives are collaborating to create a good and safe work environment, and our safety committees and chemical group are also involved. We also ensure that we have knowledge of risks as well as clear procedures for critical operations.

Through BIM's wellness work, we also stimulate and create the conditions for our employees to influence their mental and physical health through their lifestyle and participation in various wellness activities with their own power.

Feeling motivated for your work and the ability to influence is fundamental to good health. Each BIM employee should be given the conditions for this by knowing the goals and vision of the business, understanding their role and the importance of their own work, being able to influence their own work situation and feel responsible for their task and having the necessary powers.

We do not accept any form of bullying or harassment at BIM. Our working environment must be transparent, and all individuals should be treated equally and with respect.