

Work Environment Policy

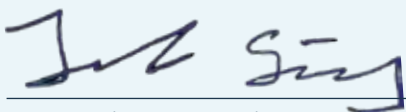
Swedish Hydro Solutions' work environment policy aims to ensure a safe, healthy, and sustainable working environment for everyone working in or on behalf of the organization.

Work environment management is an integrated part of our management system PURE and is carried out systematically in accordance with ISO 45001 as well as applicable laws and regulatory requirements. We work to prevent ill health and accidents by continuously assessing risks in the work environment, planning and implementing measures, following up results, and driving ongoing improvements.

All employees are expected to contribute by following instructions, using protective equipment when required, and reporting risks, incidents, and improvement suggestions through established channels (e.g. the IA system). Managers are responsible for ensuring that work environment management is carried out in daily operations and that measures are implemented and followed up. Safety representatives and the QHSE group play an important role in consultation between employer and employees, as well as in planning and prioritizing work environment initiatives.

The policy is reviewed at least annually in connection with management review and revised when necessary.

Alingsås, 2026-05-08



Jakob Sjöberg, Acting CEO, Swedish Hydro Solutions