



## **MAFI GROUP OCCUPATIONAL HEALTH AND SAFETY POLICY**

### **1. PURPOSE**

MAFI Group AB and its subsidiaries (“MAFI” or the “Group”) will actively work to create a socially, physically, and mentally sound workplace for all workers by preventing the risk of workplace injuries and work-related ill health. The minimum requirement for MAFI is to comply in all respects with relevant laws, regulations, regulatory requirements and ensure that systematic working environment activities are carried out as an integral part of ordinary operations.

Systematic working environment activities involve investigating, preventing, implementing, and monitoring actions. The working environment activities will also include gender equality, diversity, competence development, influence and responsibility, health care, stress management, drugs and addiction management, issues surrounding threats and violence as well as organisational development.

### **2. OBJECTIVE**

The objective of this Occupational Health and Safety policy is to establish and maintain a safe and healthy working environment in MAFI. MAFI aims for zero major incidents.

### **3. SCOPE**

The Policy applies to all personnel (employees and contractors) working at MAFI. All personnel within the Group shall take responsibility and have the possibility to take initiatives to improve our Occupational Health and Safety work.

### **4. ADHERENCE**

This Policy shall be adhered to by all personnel working at MAFI.

### **5. THE POLICY**

Management shall set clear objectives that are communicated, followed up and revised regularly by the management team. As an aid in the Occupational Health and Safety work, MAFI uses the international Occupational Health and Safety standard ISO 45001.

Through a systematic approach to Occupational Health and Safety MAFI will prevent injury and illness, and continuously improve the work environment.

In MAFI, we encourage employee commitment and collaboration. Feeling motivated for your work is fundamental to good health.

Every employee at MAFI will be given the opportunity to:

- Participate in OHS decision making.
- Gain an increased awareness of the business's Occupational Health and Safety risks.
- Identify and review any impending or proposed changes in business operations which may impact on OHS.
- Know and understand company OHS objectives.
- Understand the importance of their roles and accountable for their own work.
- Develop their skills via training on OHS so that all employees are aware of their roles and responsibilities and can perform their work safely.
- Establish emergency and crisis management programs to protect our people and properties.

As a minimum, we will comply with the laws, regulations, and other requirements applicable to the business.

Management has an overall responsibility for the business working with the Occupational Health and Safety according to laws, regulations and set goals. Each manager is responsible for ensuring that employees comply with the existing laws and regulations and that Occupational Health and Safety work is part of daily operations. They shall also ensure that responsibility for the Occupational Health and Safety is clearly delegated within the organisation and communicate the information contained in the Occupational Health and Safety policy to the employees.

Each employee is responsible for complying with instructions and regulations and being alert to and immediately reporting any risks and threats to a good working environment. They shall also always use protective equipment and protective devices and comply with safety and procedural regulations.

## 6. POLICY SIGN-OFF AND OWNERSHIP DETAILS

Document name: MAFI Group Occupational Health and Safety Policy

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Approved by: Group CEO

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Reviewed by: The global management group.

Date for Review: 2021-06-28

Policy owner: Group CEO

Document Location: MAFI operating system and website

Related Policies/Procedures: MAFI Group Code of Conduct

## 7. REVISION HISTORY

Version	Date	Revision description/Summary of changes	Owner
V.3	2021-06-28	Policy revised and updated structure according to new template	Group CEO