



MAFI GROUP OCCUPATIONAL HEALTH AND SAFETY POLICY

At MAFi, we strive to ensure that all employees have a safe, secure and healthy work environment – both physically and mentally. We actively engage in systematic health and safety work by identifying, assessing, addressing, and following up on risks and measures within the organization. Our work includes not only the physical work environment but also the organizational and social work environment, including aspects such as working hours, workload, harassment, competence requirements and goals. We work to ensure that our employees have good well-being by promoting health and preventing ill health and accidents. No employee should be harmed as a result of their work.

MAFi aims to be a workplace where employees experience job satisfaction, meaningfulness and opportunities for both professional and personal development. We share a common responsibility, and at the same time, all employees are expected to actively contribute to a positive work environment by following routines and reporting risks, incidents and accidents. We do not tolerate any form of discrimination, harassment, or offensive treatment. MAFi shall be a workplace where everyone is treated equally and with respect.

Work shall be carried out in such a way that injuries and ill health are prevented by:

- Meeting the requirements of ISO 45001
- Working safely or not at all
- Integrating health and safety considerations into our processes and ways of working
- Ensuring active consultation and participation with employees and, where applicable, employee representatives
- Continuously identifying hazards and managing risks
- Continuously improving occupational health and safety performance
- Conducting operations in compliance with applicable laws and regulations



1. POLICY SIGN-OFF AND OWNERSHIP DETAILS

Document name: MAFI Group Occupational Health and Safety Policy

Version Number: 4

Approved by: Group CEO

Date Approved: 2026-02-13

Reviewed by: The global management group.

Date for Review: 2025-11-20

Policy owner: Group CEO

Document Location: MAFI operating system and website

Related Policies/Procedures: MAFI Group Code of Conduct

2. REVISION HISTORY

Version	Date	Revision description/Summary of changes	Owner
V.4	2025-11-20	Policy has been revised to align with new policy developed at Volati Communication level.	Group CEO
V.3	2021-06-28	Policy revised and updated structure according to new template	Group CEO