

Occupational health and safety policy

At Framery, we fight to protect the well-being of each Framarian and never put ambitious targets above our health. We will do everything to provide a working environment that supports safety and well-being of our employees and all those who share our common workplace. We believe that safety and well-being also leads to high performance.

Our Health & Safety Management

Our culture supports context over control but when it comes to safety there are situations where control is mandatory. Every Framarian is responsible for following safety instructions, using

personal protection equipment and intervening if someone's health or safety is in danger. We make sure our employees have the competence and know-how to perform their tasks safely.

We identify hazards and assess occupational health and safety risks and opportunities regularly. We set and implement corrective actions to reduce risks and to achieve our vision of zero accidents. Even though we try we cannot foresee every possible outcome. That is why we always report and investigate every hazardous situation and safety deviation that occurs.

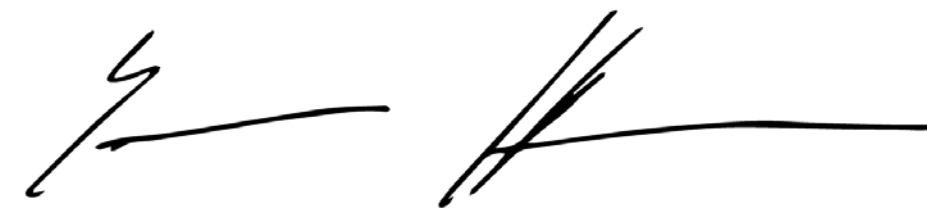
As a fast-growing company we develop our ways of working continuously. We see change as an opportunity to improve our occupational health and safety even further. It is made possible by planning changes together with our employees. We do our utmost so that our high standards and fast-pace will not jeopardize the safety and well-being of our people.

Transparent communication as our value means we share knowledge sincerely and proactively on any subject that might concern our employees' health and safety. We make our health and safety decisions as transparently as possible and involve employees in the decision making.

Our Commitments

- ✓ Fulfill all applicable legal requirements as well as requirements of standard ISO 45001
- ✓ Eliminate hazards and reduce OH&S risks
- ✓ Set goals to continuously improve our OH&S management system
- ✓ Participate employees in OH&S decision making

We need everyone at Framery to commit to this policy and work together, remembering that even the smallest contribution matters. Safer and happier workplace for us all.



Samu Hällfors
CEO

