

## HEALTH AND SAFETY POLICY

As a leading steel manufacturer, Ovako takes responsibility for conducting its business in a safe and healthy manner, in all aspects. This is achieved by dedicated effort and continuous improvement of the physical, organizational and social working environment, fire safety, emergency preparedness, environmental protection and incident and accident management.

We manufacture steel with low climate impact without compromising the work environment for our employees. All employees shall be provided with a safe and healthy working environment and, where applicable, safe and healthy residential facilities. We promote leadership that inspires and promotes involvement to create a healthy work environment.

We take this policy into account in connection with strategic decisions in daily operations, in development of practices and processes, and in evaluating and setting targets.

### Commitment and Principles

- Safety is a fundamental value at Ovako. We do not compromise the health and safety of our employees.
- We involve employees and representatives in systematic work environment management.
- All employees must consider health and safety in their daily work and will receive continuous training.
- Compliance with laws and other regulations is a minimum requirement.
- All units shall operate in such a manner that protects employee health and safety.
- We systematically work with fire safety to minimize all fire-related risks.
- In operational development and investment decisions, best practices and new technologies will be assessed with consideration to the work environment.
- We have crisis and emergency plans and regularly simulate and practice emergency preparedness, incident and accident management.
- Health and safety issues are considered when buying products and services so that the essence of this policy is observed toward suppliers and other related parties.
- Our managers and employees work together to eliminate hazards and reduce the risk of accidents, work-related illness and fire safety incidents.
- Our units shall take appropriate action to promote, prevent, manage, and follow up actual and potential workplace accidents and illnesses.

### Responsibility

- Each employee is personally responsible for their own safety and that of their colleagues.
- We shall all maintain a high level of safety and health awareness, comply with all applicable rules and work instructions, and promptly report all accidents, incidents and unsafe conditions.
- All managers are responsible for implementing this policy by training, communicating, ensuring compliance and leading by example. They establish goals, measure results and ensure the implementation of improvement plans.
- All chemical, biological and physical substances must be handled in accordance with legislation and applicable guidelines.

### Communication

Ovako strives for open and fact-based communication with employees, authorities and other interested parties.

This policy and its principles also apply to suppliers working on Ovako's premises. Compliance with this policy will be evaluated in regular audits.

*This policy was approved by the Board of Directors of Ovako on February 22, 2023.*



Marcus Hedblom  
President & CEO