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HSE POLICY

Appendix: Distribution list

In our goal oriented work towards sustainable development **INOVYN** Sverige AB must implement continuous improvements, in addition to complying with applicable laws and voluntary commitments. In this way achieving a high level of safety, a good working environment, good health, energy efficiency and minimal environmental impact.

SAFETY HAS THE HIGHEST PRIORITY and must be observed in all situations.

Implementation of the HSE policy

Process and personal safety

- Safe operation or slow-down of the process must always be given priority over continued production
- We always have time to work safely
- Safety and the work environment involves everyone and must form an integral part of the work assignments and be included in the line responsibility
- Each employee has a personal responsibility for their own and others' safety. The same applies to contractors
- Everyone has a responsibility to stop ongoing work, if they consider that the situation is unsafe
- An incident must always be reported, so that we can learn from incidents and accidents
- All changes must be risk assessed to evaluate impact on health, environment and safety

Health

The aim is that employees in the company experience quality of life through meaningful work. Means to achieve the aim:

- management makes resources available
- managers understand the importance of health and happiness for group performance

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- the individual employee contributes actively and positively according to their circumstances
 - the unions influence and develop through their influence
 - preventive measures are taken in time
 - there is a well-functioning rehabilitation process

Environment and Energy

Environmental and energy awareness must be an integral part of the work assignments and be included in the line of responsibility. We must therefore strive to:

- develop and manufacture products with the maximum benefit, minimal environmental impact and energy consumption
- minimise the operation's impact on the environment and prevent risks for employees and local residents
- reduce waste and increase recycling

We must also:

- involve and continually educate our employees in our environmental and energy work to achieve high environmental and energy targets
- place emphasis on environmental and energy issues when choosing goods and services
- openly disclose environmental and energy facts