



Eltronic Group
ENGINEERING IMPACT

Work Environment Policy

1 Scope

This work environment policy applies to Eltronic Group and its subsidiaries.

2 Purpose

This policy is a statement of Eltronic Group and its subsidiaries' commitment to ensure a good and safe work environment.

3 Ownership

The Work Environment policy is owned and governed by the CEO and board of directors of Eltronic Group.

The CEO of each subsidiary is obliged to implement this policy unless it is replaced by a specific company policy covering the same purpose.

4 Evaluation

The policy will be evaluated every two years.

5 Policy

It is the policy of the group that we show through our actions the utmost conviction in ensuring that none of our employees or those working under our management or direct sphere of influence are subject to physical or psychological harm.

We will ensure that due diligence is shown in all safety-related matters, working both on-site and off-site.

5.1 Policy Statements

We will live up to our policy by:

Ensuring that safety rules are based on applicable legislation as the lowest denominator and that these rules are known by all parties.

Assigning necessary resources for effective and relevant handling of the work environment including implementation of technical aids, training, and continuous improvements.

Demonstrate 0 tolerance towards discriminatory and abusive behavior as well as ensure adaptation of needs for the individual employee to the greatest possible extent.

Proactively prevent work-related injury and/or illness by consulting and involving employees in this work.