



GROUP HEALTH AND SAFETY PROCEDURE

Bonava AB (publ)
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Decided by the CEO on 31 March 2021



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1. Background and purpose

Health and Safety responsibilities are integral to the way Bonava does business. Successfully managing health and safety issues is an essential component of doing business for Bonava. This procedure along with Bonava's Code of Conduct constitute the foundation for the creation of a safe and healthy workplace for all Bonava Group employees and subcontractors in all our activities, at every level in the company and in every country in which we operate.

2. Procedure statement

Bonava is committed to eliminating the risk of serious harm from all our activities, and to keeping our people motivated and healthy.

This is how we create a healthy and safe workplace every day:

- We act to ensure that we comply with all laws and regulations relating to health and safety
- Working safely is a condition of employment for all employees, suppliers and contractors.
- Health and Safety issues are integrated into the leadership and daily activities of the company.
- Health and Safety activities are based on systematic risk assessments regularly carried out in cooperation with employees.
- In line with its "Zero Harm" objective, Bonava continuously promotes a company-wide culture for safeguarding health and safety at work; Bonava's Health and Safety activities are systematic, proactive, preventive, and realized through cooperation between the company, our employees and other key stakeholders:
- Bonava's management is accountable for promoting continued Health and Safety education and training for all employees, continuously reviewing the training program to identify potential areas of improvement
- All accidents and other incidents are evaluated and information concerning these is widely shared among Bonava's managers; knowledge and best practice are continuously shared within the Group.

3. Relevant Entity

This procedure applies to all of Bonava Group's stakeholders, including the following:



- All employees within the Bonava Group
- All of Bonava's suppliers, sub-contractors and consultants.

4. Roles and responsibilities

The Group Head of Health & Safety is the owner of this procedure. The CEO together with the BU President of each business unit within the Bonava Group, and every other manager in Bonava, is responsible for the implementation of this health and safety policy in his/her organization and/or team.

5. Exceptions

Any need for exceptions to this procedure must be clearly defined and documented. All exceptions shall be approved by the CEO.

6. Monitoring of compliance

Bonava Group continually monitors several health and safety indicators according to the "Bonava reporting requirements". These indicators are a mix of leading and lagging indicators. The indicators connected to Bonava's Health and safety objectives and targets are at least quarterly followed-up in the board of directors, the Executive Management Group and the Business Unit Management Teams. Bonava performs a yearly review of objectives and targets to achieve continuous improvement in processes and capabilities.

7. References

- Bonava's Code of Conduct.