

# Workplace environment policy

## Electrum Automation AB

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Electrum Automation AB strives to create a work environment where every employee feels safe, valued, and inspired. We believe that a positive working environment not only promotes health and safety but also contributes to personal and professional development, ultimately leading to higher quality, productivity and customer satisfaction.

#### Our Workplace Environment Principles:

- Employee engagement is actively encouraged, with ideas and suggestions viewed as valuable contributions to the continuous improvement of the work environment.
- Compliance with applicable laws and regulations is a given, and our ambition is to exceed these requirements whenever possible.
- We ensure that all employees receive the training and information necessary to perform their duties safely and to understand the importance of a healthy work environment.
- We conduct regular risk assessments to identify potential hazards and implement measures to minimize the risk of injury and illness.
- Preventive safety measures and work procedures are developed to reduce the risk of accidents and work-related health issues, and these are continuously improved.
- Evaluation of workplace processes is conducted regularly, with updates made as needed to maintain effectiveness and relevance.
- We value the insights and experiences of our employees and work collaboratively with them to ensure their involvement and commitment in workplace environment initiatives.

#### Governance and Control:

- We establish measurable workplace environment objectives that are regularly monitored and evaluated.
- Senior management is actively engaged in workplace environment efforts ensuring integration into our operations.

#### Our Commitment:

Our work environment shall provide the foundation for strong, lasting, and mutually beneficial relationships between employees and Electrum Automation AB.

*Tommy Hellqvist*  
Tommy Hellqvist, VD