

NOTE Occupational Health and Safety Policy		Corporate Quality and Sustainability Director		Chief Executive Officer
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## Policy

NOTE shall work towards long-term and sustainable development by offering a work environment that ensures good occupational health and safety throughout its operations.

All NOTE units shall be certified according to ISO 45001 or strive towards ISO 45001 certification within two years after joining the NOTE Group.

### This is done by:

- Following the ISO 45001 standard
- Assessing occupational health and safety risks on a regular basis
- Following applicable laws and regulations
- Follow up employment satisfaction through annual survey
- Monitor work attendance
- Follow up number of incidents
- Established consultation and participation with employees and any employee representatives
- Commitment to constantly improve the management system for work environment

NOTE shall follow or surpass the applicable health and safety legislation, work on continual improvements and communicate the current health and safety policy to employees and trade union representatives. NOTE's plants either follows or surpasses this policy by their own local policy.

### Roles, responsibilities, and implementation

The Group management at NOTE is responsible for updating the policy and for developing relevant support material. Group management may also assist the unit's awareness training. NOTE's Managing Directors are responsible for implementing the NOTE Occupational Health and Safety Policy.