



OCCUPATIONAL HEALTH & SAFETY POLICY

HIGHTECH NORDIC AB

INTRODUCTION

HighTech Nordic AB is firmly committed to providing a safe, healthy and pleasant working environment for all employees. Our occupational health and safety policy follows the requirements of ISO 45001 and applicable health and safety legislation.

All employees have the right to raise health and safety concerns without risk of reprisal. Safety representatives and employees are key actors in systematic health and safety work.

We believe that accidents and work-related ill health can be prevented. Through proactive health and safety work, we create conditions for employees to carry out their work safely and in good health.

Managers and leaders have a particular responsibility to prevent risks and create a culture where safety is always prioritised above production and time pressure.

1. RISK ASSESSMENT AND PREVENTION

Systematic risk assessment

Regular risk assessments are conducted at all workplaces. Identified risks are addressed promptly and documented in the systematic health and safety management system.

Preventive measures

We work preventively with ergonomics, chemical management, noise, lighting and psychosocial work environment. Protective equipment is provided and must always be used.

2. INCIDENTS AND NEAR-MISSES

Reporting

All accidents, near-misses and occupational diseases must be reported immediately. Zero serious accidents is our ambition. Every report is taken seriously.

Investigation and action

Accidents and near-misses are investigated to determine causes and prevent recurrence. Serious incidents are reported to the relevant authority as required by law.

3. HEALTH AND WELLBEING

Wellness and rehabilitation

We offer wellness benefits and support employee health. In the event of illness or ill health, adapted tasks and rehabilitation support are offered.

Psychosocial health

Stress, conflicts and mental ill health are taken as seriously as physical risks. Occupational health services are available to all employees.

HighTech Nordic AB

Questions regarding this policy are answered by HR or the Safety Representative.

Contact us: info@hightechnordic.com | www.hightechnordic.com

DOCUMENT CONTROL

Document title	Doc.no	Version	Date
Occupational Health and Safety PolicyHTN-POL-009-EN		1.0	2026-01-01
Document owner	Approved by	Next review	Status
HR & Occupational Health	CEO, HighTech Nordic AB	2027-01-01	Current