

Health & Safety DIRECTIVE

The Bufab Group Health & Safety Directive applies to all Bufab Companies worldwide. With this Health & Safety Directive, we communicate to our managers and employees what is needed for compliance with our policy.

General Principles

Bufab companies shall:

- Comply with the laws and regulations in the country where you operate including markets.
- Demonstrate and promote your commitment to responsible practice in policies, decisions, and activities.
- Integrate the principles of this directive into relevant processes.

Demonstrate:

- How your company have implemented this policy and informed your employees of their rights, duties and responsibilities.
- H&S Management system in place, Bufab Best Practice or local including at least:
 - How your company is organized regarding Health and safety with defined roles & responsibilities.
 - Risk assessments and safety walks are carried out regularly and actions to improve are in place.
 - Health & Safety KPI's in place, follow up and actions
 - Maintenance plans for equipment/machinery and buildings are in place and carried out.
 - Keep record of and report Lost time accidents and Illnesses cases and verify effectiveness of actions taken.
 - There is a process in place to report risk observations, incidents and accidents. Actions are taken on what has been reported.
 - Emergency procedures are in place.
 - All employees are engaged and involved in the work to improve Health & Safety.
 - Have a procedure in place to ensure your company monitor and comply with local laws and regulations.
- Working hours are controlled and not exceeded, employees have adequate rest time.
- Employees are provided with and use PPE where applicable.
 - Ear protection, safety shoes, gloves etc.
- Employees are trained on their tasks and aware of the risks connected to them.
- Contractors/Service providers are assessed to meet our requirements

Erik Lundén, CEO, Bufab Group



Tobias Gill, Global Quality Director, Bufab Group

**BUFAB**

REVISED Nov 9,
2023