



Ideal Standard

Health & Safety Policy

Ideal Standard will operate its business activities in a responsible manner, respecting at all times **High Health & Safety Standards** with the aim of being the most safe place to work and creating together a healthy workplace, by establishing, implementing and maintaining a robust **Health & Safety Management System** which conforms to the requirements of ISO 45001:2018.

As a minimum, Ideal Standard requires all business units to be in compliance with applicable national, state, provincial and local laws and regulations and with any other standard to which the Company subscribes.

The Management System must:

- Be appropriate to the purpose and context of the risks concerning the well-being of all employees and individuals in general.
- Provide a framework for setting strict Health & Safety objectives by building a process focused on the prevention of injuries and illnesses.
- Integrate Health and Safety into all business activities and processes, with a strong commitment to continuous improvement.
- Promote a clear understanding of individual ownership accountability and responsibility for a more focused and consistent participation.

Safety Principles

- We strive to prevent all incidents that may lead to injuries and illnesses.
- We expect and require all employees to work safely.
- Working safely is a condition of employment.
- All employees and key subcontractors are actively encouraged to take ownership of health and safety and empowered to assist in decision making through the consultation and participation of workers and worker representatives.

Major areas of focus

- The leadership teams of all our facilities are responsible for ensuring that the areas of focus are shared with each employee and maintained throughout our facilities.
- Implementation of this Policy is a primary management objective and the responsibility of every employee; appropriate communication and training is provided as relevant to the individual responsibilities.
- A 'risk-based thinking' approach is constantly kept in place at all times, with the aim of proactively and reactively safeguarding the well-being of all our individuals.
- The Company processes are regularly monitored with appropriate tools and audits are regularly carried out to ensure compliance at all times with the relevant requirements and with the Company values and objectives.
- The Health & Safety Policy is regularly reviewed to ensure it continues to be appropriate for the business.


Jonas Nilsson
Chief Executive Officer


Jan Peter Tewes
Chief Executive Officer

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