

Kährs Health and Safety Policy

Our stakeholders and Kährs share strong environmental and sustainable commitments, seeking long-term, circular business operations. We are committed to achieving this by acting responsibly with an innovative future-oriented approach. Furthermore, we will work toward our sustainable promise, “Climate positive and beyond”, e.g. to reduce more greenhouse gas emissions than our value chain emits.

Our health and safety policy is our guideline for the organization on how to operate.

CUSTOMER ORIENTATION

- All who take part in our operations, as employee, client, business partner, supplier or contractor should trust that well-being and health are neither jeopardized nor compromised
- As a global company, we will comply with applicable occupational safety and health laws and regulations everywhere we have presence or operations
- Employment conditions offered to employees will at least meet minimum requirement of national legislation and relevant ILO conventions to ensure a safe and healthy workplace

ENGAGEMENT AND COMMITMENT

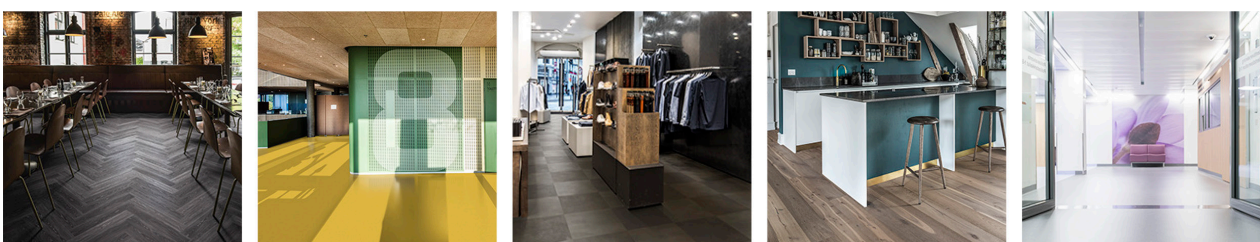
- The objective is a safe and healthy workplace, where everybody can enjoy their work, feel good among colleagues and contribute to the company results
- We work systematically with investigations, risk assessments, preventive or corrective activities to fix root causes and monitoring of results
- Our work environment shall be characterized by openness, honesty, clearness, equal opportunities and common sense
- We expect all employees to take personal responsibility for their own and their colleagues' safety and work environment. Therefore, we work safe or not at all.
- We shall provide preventive wellness like legal medical examinations, wellness grants, physical treatment, education and rehabilitation for early or long-term problems

SUSTAINABLE AND WELL-DEVELOPED PROCESSES

- Safe and healthy work environment is built on a culture based on solicitude and engagement where people are responsible to include each other, build relations and help

Kährs Group Management Team

October 2020



FLOORS BEYOND EXPECTATIONS