

Responsible/owner: CEO	Approved by: Management team	Approval date: 2026-05-21	Updated: Annually
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Biobase Sweden AB

Occupational Health and Safety Policy



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Occupational health and safety management

Biobase Sweden AB aims to provide a safe, healthy, and supportive work environment where all employees can work with minimized risk of illness or injury. Occupational health and safety management shall be a natural part of the business and be conducted systematically, preventively, and in cooperation between employer and employees.

Our systematic occupational health and safety management is characterized by open cooperation between employer and employees, as well as a good understanding of and respect for our different roles and responsibilities. Together, we take responsibility for contributing to and participating in this work.

The overall objective of our occupational health and safety management is to prevent injuries, illness, and work-related ill health, while promoting well-being, engagement, and long-term sustainability at work.

Occupational Health and Safety Policy

We actively and preventively promote a good work environment by:

- Monitoring compliance with occupational health and safety legislation
- Regularly carrying out risk assessments of activities, chemicals, and equipment, as well as whenever changes occur
- Conducting safety inspections at least twice per year
- Having procedures in place for managing sick leave and rehabilitation
- Having procedures for reporting and investigating accidents and near misses
- Regularly assessing knowledge and competence within occupational health and safety
- Annually reviewing and following up our occupational health and safety management
- Ensuring that all employees receive appropriate introduction and training to enable them to work in a safe work environment
- Maintaining zero tolerance for harassment, bullying, discrimination, or abusive conduct

In this way, we at Biobase Sweden AB ensure a systematic approach and continuously strive to improve our work environment, both physically and psychosocially. We also aim to promote a healthy work-life balance. Among other things, this is achieved by giving all employees at Biobase Sweden AB the opportunity to influence their own work situation and participate in change and development initiatives related to their own area of work.

Scope

This Occupational Health and Safety Policy apply to all employees, managers, and contracted personnel at Biobase Sweden AB, regardless of job duties or form of employment. This policy shall be applied in compliance with applicable local occupational health and safety legislation in each country where the company operates.

2026-05-20

Erik Josephsson, VD