

ENVIRONMENT, HEALTH and SAFETY (EH&S) POLICY

At Autronica, we are committed to protecting what matters – our people, our stakeholders, and the environment. We are continuously improving the way we work to ensure every person is safe and empowered to carry out the work in a secure, environmentally conscious, and socially responsible manner.

To achieve the goals of this policy, **we commit** to driving a culture that protects our:

People

- Deliberate actions to provide our employees and contractors a workplace free from injury and illness.
- Allocate necessary resources to support the implementation, continuous improvement, and sustainment of our EH&S Management System.
- Foster active participation and engagement of all employees.
- Stimulate a culture of hazard awareness and prevention that drives zero incidents.

Environment and Communities

- Develop and deliver products and services that minimize the impact on the environment and our communities and fully comply with applicable regulations.
- Leverage digital technology and analyze data across the design to service value stream to guarantee accurate performance reporting, proactive identification, and management of risks.
- Through our EH&S Management System, set goals, objectives, and targets for the continuous improvement of our performance.

Stakeholders

- Govern our operations to ensure performance above and beyond compliance with applicable laws, regulations, and permits globally.
- Ensure the mitigation of EH&S aspects, impacts, hazards, and risks in all business decisions through management of change.
- Engage our high-risk suppliers on topics including, but not limited to, environmental stewardship, employee health and safety, and ethical business practices to ensure business continuity.
- Our EH&S Management System will ensure business continuity by proactively identifying and managing emerging EH&S aspects, impacts, hazards, and risks.

EH&S is a shared responsibility, and everyone is held accountable. All employees are empowered and expected to stop work where appropriate and report early warning indicators, near misses, concerns, and incidents. These expectations are foundational to our **Safety Commitments** that we expect every employee to embrace and promote in their daily activities.

January 2025



Sindre Utne
Managing Director
Autronica Fire and Security AS

