

Health & Safety Policy

It is noted that Scandi Standard AB's (publ) (556921-0627) ("Company") shares are listed on NASDAQ Stockholm. This document has been adopted in order to align the work of Corporate Governance and the Internal Control Framework with the requirements imposed by: Swedish Companies Act, the Swedish Annual Accounts Act, the Company's articles of association, directions given by the general meeting, the Swedish Corporate Governance Code and NASDAQ Stockholm Rulebook for Issuers as well as other applicable Swedish and foreign laws, regulations and requirements. This document is in addition to said laws, regulations and requirements although certain provisions thereof are included in this document in order to facilitate their application. Thus, in addition to what is provided for in the above-mentioned laws, regulations and requirements, this document shall apply during the time period until the next review. References herein to the "Company" shall, unless otherwise clear from the context include not only Scandi Standard AB (publ) but also the group in which Scandi Standard AB (publ) is the parent

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1 Introduction

This Health & Safety Policy outlines Scandi Standard AB's and its subsidiaries ("the Company" or "Scandi Standard") responsibilities and commitments to creating a safe and healthy work environment for all employees across our operations. The document defines the general objectives of our Health & Safety framework, which include preventing workplace accidents, minimizing health risks, and ensuring compliance with relevant laws and regulations.

Scandi Standard maintains a zero-tolerance approach to occupational accidents and works preventively and systematically on risks related to the physical work environment, as well as the psychosocial work climate and corporate culture.

After reading this policy, you should understand our organization's approach to maintaining a safe work environment, our commitments and responsibilities. Additionally, this document provides an overview of our responsibilities and commitments, as well as guidance on how we monitor and enforce compliance with our health and safety protocols.

For further details on related procedures and guidelines, please read our Code of Conduct, and Enterprise Risk Management Policy. These provide additional context and guidance that support the effective implementation of this Health & Safety Policy. These policies and documents can be found on the Scandi Standard intranet.

1.1 Purpose

The purpose of this policy is to describe the goals and objectives for Scandi Standard in order to achieve and maintain a healthy and safe mental and physical working environment where employees feel motivated to take responsibility for and improve their health and safety.

1.2 Scope

This Policy applies to all employees, in all countries and in all legal entities in Scandi Standard Group and all other representatives acting on behalf of the company including consultants, auditors, contractors, senior management, and board members of Scandi Standard Group companies. All employees and other representatives are responsible for following this Policy.

1.3 Definition

Health: Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity, (WHO).

Safety: Freedom from risk which is not tolerable, (ISO/IEC Guide 51)

Health and Safety Culture (within the Group): The values, attitudes and knowledge that contributes to proactive decisions and behaviours regarding Health and Safety within all operations.

A tolerable risk is a risk that has been reduced to a level that is acceptable within the organization, given the social, economic, and legal constraints. This means that while the risk still exists, it is managed to a level that does not pose an undue threat to the health and safety of employees or others who might be affected by the organization's activities. An intolerable risk is one that cannot be accepted under any circumstances because it poses a significant threat to life, health, or safety. This includes risks that could lead to severe injury, chronic illness, or death, and where the consequences are so severe that no level of exposure is acceptable, (ISO/IEC Guide 51).

1.4 Responsibilities

All employees, contractors, auditors, consultants and board members of Scandi Standard Group companies have equal responsibility with the company for health and safety at work and are to take care of the Health and Safety of themselves and of other persons who may be

affected by their acts and omissions' and co-operate with management to enable management to carry out their responsibilities.

The Chief Executive Officer has the overall responsibility for the implementation of the policy and is responsible for ensuring that the policy is widely communicated and that its effectiveness is monitored. To read more about how Scandi Standard monitors Health & Safety, see Section 1.6 in this document.

All managers are responsible for the implementation of the policy and that its effectiveness is within the area of their specified responsibility.

Appointed Health and Safety Officers are responsible for co-ordinating effective health and safety, initiatives and processes, conduct and follow-up controls and protocols, provide general advice when needed, identify health and safety training needs and acts as the Company's formal link with Health and Safety authorities.

Each production site conducts regular health and safety training, with a focus on site-specific risks. An important part of health and safety management is regular dialogue between employees and the leadership teams at each production site, for example through Health and Safety Committees.

1.5 Commitments

Scandi Standard is committed to create and maintain a physical and mental working environment where people can work safely and to inspire all employees to take responsibility for and improve their own health and wellbeing. The Company is committed to managing operations in a way that complies with all relevant health and safety legislation and standards.

To support the commitments, Scandi Standard will continuously maintain and improve organizational structure and resources to effectively organize, plan, control and monitor mental and physical workplace health and safety risks and to proactively work to ensure diversity, inclusion and inspiration to a healthy lifestyle.

In line with sound business practice Scandi Standard will:

- Establish measurable objectives and targets to ensure continuous improvements aimed at eliminating work related injuries and illness.
- Develop and maintain management systems that establish responsibilities, objectives and targets, monitoring methods and a review process.
- Conduct suitable and sufficient assessments of health and safety risks and implement appropriate risk control measures and preventive actions.
- Provide professional and competent resources to assist in meeting health and safety objectives and targets.
- Provide information, instruction and training and where required job specific training.
- Provide adequate arrangements for consultation and communication to create a positive health and safety culture.
- Provide and maintain work equipment that is safe and does not create health risks.
- Promote and clearly communicate that the company strive for diversity, equality and do not accept discrimination of whatever nature, threats, oppression or harassment in any form among our employees or business partners.
- Investigate and take immediate actions against any reported harassment.

- Consider workplace health and safety aspects in investment and procurement decisions.
- Provide inspiration within nutrition and physical activity for a healthy and sustainable lifestyle.

1.6 Monitoring

Scandi Standard reports all incidents, accidents and near misses in line with reporting requirements, including thorough investigation, follow-up and communication of lessons learned.

Scandi Standard has combined four of our most important key performance indicators ("KPI") of health and safety to ensure a constant focus:

- Occupational Illness Frequency Rate (OIFR)
- Lost-time Injury Frequency rate (LTIFR, accidents causing sick leave)
- The Employee Engagement survey Scandi Pulse
- Equal Opportunities: Scandi Pulse

By monitoring these KPI's, Scandi Standard will set both Company wide and local action plans with activities and processes that takes Scandi Standard further in achieving the best possible workplace.

The LTIFR KPI is reported on a quarterly and annual basis and presented to the General Management monthly.

The Scandi Pulse KPIs are reported on a yearly basis to the General Management. The survey is conducted annually for office workers, and every two years for production workers.

All KPIs are reported yearly in the annual report.

2 Document Directives

2.1 Ownership

Group HR & Communications Director is the owner of this document.

2.2 Approval

This Policy is reviewed and approved every second year by the Board of Directors.

2.3 Maintenance & Updates

The owner of this Policy is responsible for ensuring that this document is reviewed and updated, as applicable. If updated the owner of the document is responsible for making sure that the updates are communicated to the organization in a suitable way, e.g via the intranet, all staff meeting etc.

2.4 Accessibility

A current version of this Policy is available to all employees of Scandi Standard AB (publ) and its wholly-owned subsidiaries on the intranet. It does not contain any confidential information. and can be released to relevant external parties. It should be published on the external Scandi standard website along with a comprehensive text about its content and to whom it applies.

3 Document Breaches

A breach towards this policy should be reported through proper channels to your manager, your manager's manager, HR, Health and Safety Officer, Health and Safety representatives or through the company's whistle blowing function. For more information and when to use the whistleblowing function, see Whistleblowing Policy on the intranet.

3.1 Document Deviation

A Subsidiary-specific corresponding instruction shall be compliant with this Policy while adapting to the concerned business activities, local laws, local circumstances and language. If a deviation or exemption from this Policy is deemed necessary, the Country CEO shall escalate the matter to the Board of Directors.

4 Version

Version No.	Owner	Author	Purpose/Change	Date of approval	Document Reference
2.0	Group HR & Communications Director – Samir Törnblad	Group HR – Monica Brånn	General update	2024-10-24	Board of Directors meeting minutes
1	Karin Jansson, Group HR Director	Karin Jansson, Group HR Director	Creation of policy	2020-09-23	GM Minutes