

# Occupational Health and Safety Policy

## Policy statement and scope

We guarantee a healthy, safe and supportive work environment for all employees, contractors, agency workers and visitors. We are proactive in searching for areas to improve and want to focus on pre-emptive measures to improve occupational health.

This policy applies to all employees, partners and visitors.

## Commitments and principles

At Stalatube, we are committed to the continuous development and improvement of our ISO45001 certified occupational health and safety system, together with our own personnel and relevant stakeholders. We comply with current legislation and the requirements of society.

We want to achieve an accident-free work environment by continuous improvement of working methods, facilities and equipment, involving all employees and relevant stakeholders. Identifying occupational health and safety and emergency risks is part of our comprehensive risk management. With the help of risk management, we ensure the continuity of our operations and prevent fire and chemical accidents, occupational diseases and other risks. Whenever we are unable to mitigate the risks, we limit the severity by providing personal protective equipment and emergency response equipment.

### Zero accidents

We have created a safety culture where everyone knows their rights and responsibilities to a safe work environment. We follow the established safety instructions and report safety deficiencies immediately. We guarantee occupational safety, both for our own personnel and external resources, through careful orientation and guidance. Accident, incident and safety notifications are documented and processed to the extent required by each of them, taking into account corrective and preventive actions.

EQHS team will monitor the occupational health and safety process on an ongoing basis to ensure it is efficient. HR team will also track key occupational health and safety metrics (e.g., number of accidents, number of lost working hours) to evaluate the effectiveness of our strategies.

### Employee well-being

Work and life must be in balance, and cognitive and psychosocial load must remain within each individual's tolerance limits. We take care of the wellbeing of our organization together with occupational health services. Our cooperation with occupational health is active, for example to support the management of workload. We provide ergonomic working methods and a work environment that prevent long-term strain effects. We offer benefits that promote employee wellbeing, and we have recognized the importance of mental wellbeing in safeguarding the continuity of our operations.

Revision date 2025-12-10

**Anti-discrimination and equal employment opportunities**

We are committed to maintaining a workplace where all individuals are treated with respect, dignity, and fairness. Discrimination, harassment, or abusive conduct based on race, gender, nationality, religion, disability, age, or any other personal characteristic will not be tolerated. We are committed to fostering a diverse, equitable, and inclusive workplace where everyone is valued, respected, and empowered to thrive. We embrace differences in background, identity, experience, and thought, and we actively work to eliminate barriers to equal opportunity. Through inclusive hiring practices, equitable policies, working conditions, and ongoing education, we strive to create a culture where all individuals can contribute fully and feel a strong sense of belonging.

**Policy Review**

This Policy has been approved by the Board of Directors of Stalatube on behalf of the entire group. The Executive Management Team is responsible for the implementation of this policy, with oversight from the Board of Directors.

This policy will be reviewed and revised at least annually or more often if needed to ensure it reflects current best practices and legal standards, and continues to meet the needs of Stalatube.