



Work Environment Policy

Peab builds the sustainable communities of the future, and we regard health and safety as an important area of focus. The goal of this work is to create a safe, healthy workplace for all our employees. We take a preventative and long-term approach to our work environment management, which is an integrated part of our day-to-day activities. It is the responsibility of all managers to safeguard the organisation, skills and approach to work in order to prevent injuries and ill health. Peab's goal is for everyone to feel safe and well at work.

Within Peab, everyone has a responsibility to act in a safe manner that promotes health, and to look after one another.

We meet targets and make decisions based on the following guiding principles:

- Our leadership is responsible and promotes health.
- Our work environment goals are challenging and this motivates us to develop proactive and preventative working methods and to strive for continuous improvement.
- Work environment management is undertaken in a systematic manner with a clear structure.
- Following up on that work helps us to achieve what we have agreed to do.
- Skills development ensures that employees have the right expertise to manage and contribute to work environment management internally, and when setting demands for suppliers.
- Dialogue with customers, suppliers, authorities and other stakeholders is based on cooperation that aims to create a safe and healthy work environment throughout the value chain.
- External requirements are there to be fulfilled. We view legislation as a minimum requirement.

This policy is based on Peab's core values and the Code of Conduct and is part of our management system. As the Nordic community builder, Peab, through its development work, its approach to work and its offer, wishes to be considered a responsible enterprise.

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Jesper Göransson
CEO