



## 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 safe and healthy workplaces where all our employees can feel secure and enjoy their work. We take a systematic, preventative and long-term approach to how we manage our physical, organizational, and social work environments. Within Peab, everyone has a responsibility to act in a safe manner that promotes health, and to look after one another.

Our health promotion efforts and work environment management are a natural part of our business's day-to-day operations. We ensure that:

- Our leadership is responsible and promotes health.
- Based on the requirements of their particular role, every employee is provided with the conditions and support they require, in the form of the expertise, resources and authorisations they need to do their work in a safe way that promotes good health.
- We collaborate with employees, union representatives and other stakeholders, with the aim of promoting the kind of good safety culture and social interaction that prevent ill health and accidents in our business and in the industry at large.
- We conduct systematic follow-up work and take measures to continuously improve ourselves in order to achieve established requirements and goals.
- Legislation is a minimum and together with other internal and external requirements contributes to our development.

The Work Environment Policy is applicable throughout the entire Peab Group and to everyone present at our workplaces and sites. The 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.

Förslöv, 2023-12-20

Jesper Göransson  
CEO

Revised and established on 2023-12-20  
First edition approved on 2017-09-29