

Document name: Work Environment Policy
Document type: Group policy
Target group: All Momentum Group employees

Language: English

Policy no.:	12	Valid from:	16 September 2021
Edition no.:	2024/05	Adopted by the Board of Directors:	7 May 2024
		Revision date:	7 May 2024

WORK ENVIRONMENT POLICY

1 Introduction

The purpose of this policy is to describe the Momentum Group's ("the Group") approach to its work environment and the approach that all Group employees are to follow.

2 Work Environment Policy

The Group aims to establish a sound work environment through employer-employee cooperation in order to be an attractive and competitive employer. A sound work environment is a prerequisite for outstanding performance and is therefore an essential competitive tool and a strategic issue.

All work environment-related laws and other requirements must be observed in order to prevent injuries and illness. Commitment, efficiency, an openness to change and responsibility are to characterise the Group and its companies' work environment, which encompasses both physical and psychosocial factors.

The work environment is to:

- be marked by dedicated leadership and expertise in all positions.
- be characterised by respect and confidence in one another, and promote a drive to succeed.
- include continuously improving the management of work environment issues and our work environment performance.
- create the conditions for better performance as well as personal and professional development.
- result in decentralised and personal responsibility for health and the environment in day-to-day work; for example, by complying with regulations, procedures and decisions.

The Group provides employees with equal opportunities regardless of gender, transgender identity or expression, ethnicity, religion or other beliefs, disabilities, sexual orientation or age. The Group tolerates neither discrimination nor harassment.

3 Organisation and distribution of responsibility

The employer has principal responsibility for the work environment and working conditions at the workplace. The employer must take measures that are technologically feasible, organisationally reasonable and financially justifiable to protect its employees from illness or accidents at work.

Within the Group, each individual Group company is responsible for work environment issues and systematic work environment initiatives. The president of each individual company has ultimate responsibility. When necessary, the president delegates work environment-related tasks to other members of senior management in the Company.

4 This policy

This Work Environment Policy is normally adopted once annually by the Board of Directors of the Parent Company Momentum Group AB. The date of issue and version number of the policy are on the first page of the document. The most recently updated version/edition of the policy should always be available on the Group's intranet. All Group employees are responsible for being up-to-date on the latest revised version of the policy.