

## Work environment policy

Our mission is to be an internationally competitive industrial research institute that contributes to sustainable growth in Sweden by strengthening competitiveness and innovation in both society and business.

At RISE, our employees comprise our most important resource and we firmly believe that a good work environment creates the necessary conditions for and promotes health, commitment, motivation and innovation. The points of departure for our work environment management are therefore safety, concern and a long-term approach.

In consultation with our employees, we work proactively and systematically to prevent physical, psychosocial and organisational risks at all levels of our operations and adapt our work environment management accordingly.

Together we create a safe and healthy workplace with a pleasant atmosphere where everyone feels safe, seen and included and is given the opportunity to grow. This benefits the individual and the organisation as a whole. We shall also be perceived as a socially responsible organisation and a reliable partner to our customers and business partners.

We achieve this by:

- Always putting employee health first
- Taking responsibility for each other and our shared work environment; responsibility falls to everyone to report shortcomings, use issued personal protective equipment and work equipment, participate in training and follow safety instructions
- Employing a clear leadership style that promotes participation in, commitment to and awareness of work environment issues
- Giving our employees the right conditions to perform their work
- Identifying, auditing and managing physical, psychosocial and organisational risks throughout our operations and working continually to eliminate risks
- Maintaining an open dialogue on shortcomings in our operations to create the necessary conditions for insight, dialogue, learning and continual improvement
- Learning from one another and any deviations, incidents and accidents
- Working to continuously improve our work environment management and performance and to optimise and refine our management system
- Working actively with consultations with and the participation of employees and employee representatives

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- Complying, at a minimum, with current work environment legislation, group policies, guidelines, rules and other requirements of relevance to our operations

A good, safe and healthy work environment is a matter of strategic importance to RISE and we achieve success by integrating work environment issues with all aspects of our operations. By ensuring everyone's commitment, participation, awareness and competence, we ensure the effectiveness of our work environment management.