

Work Environment Policy for Culligan Nordic

This policy applies to all entities within Culligan Nordic and is supplemented by the specific requirements and regulations applicable in each country, as well as relevant EU directives and international standards. All our operations shall comply with the workplace health and safety legislation and regulations in force where the activities are conducted.

Our workplaces are not merely places of work – they are environments where individuals shall enjoy well-being, job satisfaction, and opportunities for personal growth. A sound work environment is a shared responsibility and a common interest of both employer and employees. Through systematic work environment management, we establish the conditions necessary for health, well-being, and engagement. We are committed to maintaining a culture based on respect, transparency, and inclusion. No individual shall be subjected to discrimination, harassment, or any form of degrading treatment.

Within the Group, the work environment shall be safe, welcoming, and meaningful. Our employees shall feel supported even in demanding situations and experience that their work contributes to both personal and professional development. The work environment shall promote well-being – both physical and psychological. We support a balance between work and private life and strive to provide sustainable working conditions in the long term.

Work environment management forms an integral part of our operations. It shall be straightforward, clearly embedded in daily activities, and based on active participation. We continuously and systematically improve our working conditions – physical, social, and organizational – and seek to develop beyond statutory minimum requirements.

This entails that we:

- Ensure that managers, supervisors, safety representatives, and employees possess the requisite knowledge, resources, competence, and authority to promote a safe and healthy work environment.
- Conduct work environment management in close cooperation between employer, employees, and safety representatives.
- Provide all employees with the necessary introduction and training to perform their duties safely and securely.
- Carry out regular risk assessments and work environment surveys – both continuously and in connection with organizational or operational changes – in order to ensure a safe and sustainable work environment.
- Report and investigate all incidents and accidents to enable the implementation of preventive measures.

- Ensure that all operations consistently comply with applicable workplace health and safety legislation.
- Monitor and evaluate our systematic work environment management on an annual basis.
- Maintain clear and easily accessible procedures for tasks involving elevated risks, in order to prevent accidents and ill health.

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Mattias Källemör
CEO