

# health and safety policy

## Purpose and scope

atNorth's work environment consists of office work and a variety of technical and installation work as well as contracted construction and work subject to licenses. The health and safety policy covers all the company's activities and must be followed by employees, contractors, and customers in all their work for atNorth.

New sites, processes and any other changes shall always include the health and safety aspect and appropriate considerations. This health and safety policy outlines our commitment and approach to achieving our health and safety goals.

## Policy

atNorth is fully committed to providing a safe and healthy work environment and conditions for all persons, fulfilling legal obligations and other requirements.

AtNorth is committed to conducting continuous evaluation and elimination of hazards as well as reducing the occupational health and safety risks. atNorth prioritizes a safe working environment and ensures that work is conducted in accordance with ISO45001:2018 standard for Occupational health and safety management.

atNorth is committed to consultation and participation of workers and their representatives, the continuous improvement of the occupational health and safety management system and the level of health and safety of all employees and persons conducting work for atNorth, on atNorth's sites. New sites, processes and any other changes shall always include the health and safety aspect and appropriate considerations.

As an employer, atNorth is responsible for providing instruction, training, applicable tools, and protective equipment. All employees are provided with health and safety related training during the onboarding as well as on a continuous and regular basis. atNorth provides a collection of procedures and instructions to all employees. As an employer, atNorth monitors the working conditions, updated and reviews procedures and ensures employee wellbeing on continuous bases.

## Goals

The **utmost** purpose and **goal** of the management system is to ensure uncompromised working ability of all persons today and the future.

## Our commitment

- Ensuring uncompromised working ability for all today and in the future
- Promotion of physical and mental health and wellbeing
- Ensuring safe ways of working by instructing, training, and monitoring knowledge and competences
- Empowering everyone to open and honest dialogue and discussions
- Stressing the obligation to report incidents, accidents, and observations on shortcomings or "almost"- accidents.
- Thorough investigation and applicable action of all incidents

## Responsibilities

### atNorth is responsible for:

- Continuously evaluating and eliminating hazards to create a safer working environment.
- Providing training during onboarding and on a regular basis for all employees and contractors

working on site, applicable tools, and a personal protective equipment for all employees

- Considering and accommodating all personal considerations and circumstances related to occupational health and safety without compromising the safety or well-being of individuals.
- Monitor the working conditions, update, and review procedures.
- Ensure employee wellbeing on continuous basis.

#### **All employees are responsible for:**

- Complying with procedures and reporting any shortcomings, incidents, risks, and hazards without delay.
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### **Safety committee and communications**

The safety committee ensures there is dialogue between the employer and employees. Open discussion between employer and employees is the foundation of engagement and thus comprehensive promotion of physical and mental health.

This policy is presented to employees and is available on the company's internal and external website.

The health and safety policy are reviewed annually by atNorth's executive board.

### **In a nutshell**

#### **atNorth is committed to:**

- Ensuring **uncompromised working ability** for all today and in the future
- Promotion of **physical and mental health** and wellbeing
- Ensuring **safe** ways of **working** by instructing, training, and monitoring knowledge and competences
- **Empowering** everyone to **open** and honest dialogue and **discussions**
- Stressing the **obligation to report** incidents, accidents, and observations on shortcomings or "almost"- accidents
- Through **investigation** and **applicable action** of all incidents

### **Takeaways**

- Safety is everyone's responsibility
- We work safely or we do not work at all.
- Health is our wealth.

The policy is presented to employees and made available on the company's internal and [external website](#).

atNorth executive board is responsible for the health and safety policy and reviews it annually.