

## **Extracts from our Work Environment procedure**

Investor strives for a work environment that is functional, pleasant and supports collaboration between individuals and teams. Our aspiration is that our workplace should be sustainable and inclusive and promote modern ways of working. The physical as well as the organizational- and social work environments are taken into account. The work environment shall be designed so that no employee put their health at risk, physically or psychosocially. We consistently comply with and follow up on the work environment procedure. The Work Environment procedure describes how Investor shall work to achieve a satisfactory work environment and prevent illness and accidents at the workplace.

Risk assessments of Investor's premises shall be carried out continuously in the following areas:

- Changes in work organization
- Work hours and stress
- Psychosocial health and wellbeing at work
- Abuse
- Accidents/incidents
- The ergonomic work environment and thereto related problems
- Ventilation, lighting and workplace related noise

Risk assessments are done in different ways, depending on the area, for example; in Employee Surveys, InD-dialogues, building inspections and the continuous work done by Investor's Medical Service (Investor has our own inhouse Doctor's office / Medical Services).

Regarding sick leave our focus is to keep as low levels as possible and we work proactively through close employee/manager dialogues, quarterly employee surveys and risk assessments. Our InD Framework encourages close dialogue– check-ins – to proactively discuss /address factors affecting health and wellbeing. Furthermore, the employee engagement survey has specific questions targeting well-being.

Investors has a safety committee with representatives from the company, from HR and from Medical Services.