

# Safety Manifesto

*We are committed, both personally and on behalf of the companies we represent as well as their employees and sub-contractors, to strengthening and developing a culture of safety and safe operating practices. We will actively ensure that the aspects listed below are observed.*

## Goal

Together, we will lead, develop and strengthen our safety culture, competence and operating practices to ensure there are no further occupational accidents and everyone goes safely back home every day.

## Prerequisites

In our work environment, we will lead and create a culture of safety that makes it possible to prevent malpractices and suspend hazardous work. We will ensure that everyone has the necessary understanding, knowledge and ability to implement safe and healthy practices in their daily work. All work is planned to be carried out in such a way that there is no danger to employees or other people. We will ensure that everyone who carries out work for us, including sub-contractors, receives thorough orientation regarding the work tasks, work environment and work safety requirements. We are committed to Elenia's occupational safety management practices and principles. We expect that everyone who carries out work for us takes responsibility for their own safety and that of other employees.

## Practice

We will comply with the Safely Back Home safety rules. We will maintain work ability and take care of our employees' health and well-being at work. We will assess work-related safety risks and implement measures to eliminate the risks. We will use personal safety equipment and high-quality work equipment and follow best practices for safe and healthy work. We will always comply with all relevant laws, official regulations and industry standards. We will continuously monitor and promote the safety of our construction sites, ensuring the safety of third parties as well as employees.

## Learning

We will report and investigate all accidents and potentially dangerous situations that take place in our work tasks. We will pay equal attention to hazardous near misses as to serious accidents. We will take measures to prevent them in the future. We will share our safety observations and development ideas openly. We will learn from what happened to us and others to prevent similar incidents in the future. We will cooperate with industry stakeholders to share and implement best safety practices. We will constantly monitor the implementation of our safety objectives.

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Safety is a common issue for all of us. With this manifesto, we appeal to each party operating in our shared work environment and encourage them to adopt a first-class safety attitude and practices. We hereby commit to these safety guidelines and to cooperate only with sub-contractors who also commit to this manifesto.

**This enables us to ensure that everyone goes safely back home every day!**

