

## Work Health & Safety

- Work Health, Safety and well-being is our top priority.
- Heimstaden provides a safe and secure physical, psychological and social workplace.
- Our people have access to the knowledge, supervision, work processes, tools, clothes, and personal protective equipment required for them to perform their daily work in a way that ensures their health, safety and well-being and gives everyone a possibility to perform – and outperform - in their job.
- We work systematically to eliminate the number of accidents to achieve our zero-target.
- All people at Heimstaden share the responsibility for the culture we create and for actively and continuously contributing to improve and strive for excellence within Work Health & Safety.
- We work with regular proactive risk assessment and monthly accident/incident reporting, documented in publicly accessible protocols.
- Each Manager is responsible for the Work Health & Safety for their team and subordinates, ensuring it is always top of mind.
- Each Manager conducts monthly follow-ups on the well-being of the team and work health and safety through group defined KPI's:
  - Work related accidents Target: 0
  - Sick-leave Target: <5%
  - People turnover Target: <10%
  - Diversity & inclusion: Target: 9,2 (out of 10)
  - eNPS Target: 65 (on a scale from -100 to 100)
  - Temperature Target: 8,5 (out of 10)

### **Definitions:**

#### ***Psychological and social work environment***

*– well-being, inclusion and belonging, companionship, leadership, work content, workload –*

#### ***Physical work environment***

*– premises, fire, machinery, work tools, lighting, ergonomics, perilous tasks, protective equipment in place, sound, dangerous substances –*