



Work environment policy

Covertos provides wall and roof systems that make our customers' construction processes more effective. The core of our business is our employees. Therefore, we work for the health and well-being of our employees. We are convinced that all accidents and ill health can be prevented. Covertos plans the work extensively to achieve harmless and health-promoting workplaces.

We achieve this through a work environment approach that is characterized by us:

- **Having a safe workplace**
We will always ensure that work can be done in an ergonomic and safe manner.
- **Having high competence**
All employees shall be trained and continuously educated and informed about used machines, tools, materials, methods, and techniques. Each employee must be given good knowledge of the uses, possibilities, and risks of the above, through education and information.
- **Having clear systematics**
Covertos will investigate work injuries, continuously investigate the risks in the business and take the actions that result from it. Measures that can not be taken immediately must be scheduled.
- **Exceeding external requirements**
As regards to the working environment, we comply with laws and regulations, not least in terms of safety. We regard current legislation as the lowest limit for our work. The Work Environment Act (Arbetsmiljölagen) and current rules shall be available to all employees.

The ultimate responsibility for Covertos's work environment approach is the CEO.

Our actions are aimed at improving personal and work-related health. Everyone should be safe and feel good at work. It is through healthy employees and harmless workplaces we can develop and become an attractive employer.

Elie Abdi
CEO, Covertos AB