



Health and Safety Policy of SIBS

1 Scope and Background

This health and safety policy encompasses the board, management, and all employees of SIBS.

The purpose of SIBS' health and safety policy is to guide us in our efforts to ensure that all employees have a safe and pleasant working environment, where we thrive both physically and mentally.

SIBS' health and safety policy has been approved by the SIBS Board. The policy is evaluated annually by SIBS's Chief of Staff, and the results of this evaluation are reported to the board.

All individuals shall be treated equitably and with respect. No form of harassment or discrimination is accepted.

SIBS' overarching goals within health and safety are:

- No harm to occur in our workplaces.
- A pleasant working environment.
- Facilitate personal development.

As an employer, we are responsible for:

- Ensuring that all decisions and activities carried out are influenced by our health and safety efforts.
- Collaborating between employer and employees in the health and safety process.
- Providing all employees with the knowledge, motivation, information, and training necessary to adhere to this policy and work safely and healthily.
- Reporting serious incidents and accidents.
- Providing an anonymous whistleblowing function.
- Working systematically to continually improve our health and safety through our management system.
- Ensuring that laws, procedures, and guidelines are followed by both of us as employers and our employees.
- Adapting the working environment as much as possible to the physical and mental health and conditions of our employees.
- Ensuring that all employees are protected from reprisals when reporting incidents, hazards, risks, and opportunities.

Every employee within our organization commits to:

- Participating in efforts for good health and safety.
- Reporting risks, incidents, and accidents.



- Adhering to the laws and procedures within the company.
- Following other guidelines and policies within the company.
- Participating in training provided in the field of health and safety.

This policy is available for all employees to access and for other stakeholders upon request.

The policy is communicated to all new employees and kept up to date as a part of our health and safety efforts.

2 Updates and Board Approval

The health and safety policy shall be reviewed once a year or more frequently if needed.

This policy was adopted by the board of SIBS on 2023-06-28.