



# Occupational health and safety policy



## Occupational health and safety policy for DB FAST

### Our health and safety vision

DB FAST is committed to providing a safe, healthy and inclusive working environment where employees, customers, subcontractors and partners can work safely and develop professionally. A good working environment is essential for quality, sustainability and long-term success.

### Our health and safety principles

#### Systematic health and safety management

We conduct systematic occupational health and safety work by identifying, assessing and preventing risks. Health and safety are integrated into the planning, design, execution and follow-up of all our assignments and projects.

#### Safe working environment

We actively work to prevent accidents, injuries and occupational illness through clear procedures, risk assessments and preventive measures. Everyone working within our operations has a responsibility to follow safety requirements and report risks, incidents and deviations.

#### Health and well-being

We promote both physical and mental well-being by creating a supportive workplace with a healthy workload, respect and balance between professional and personal life.

#### Competence and training

We ensure that our employees have the necessary skills, knowledge and training to perform their tasks safely and professionally. Health and safety training is an integral part of our business.

#### Ergonomics and working conditions

We strive to create ergonomic workplaces both in office environments and at project sites. Workplaces, tools and equipment shall be designed and used in a way that reduces the risk of work-related injuries and promotes a sustainable working life.



### **Communication and employee participation**

We encourage an open working culture where employees can share ideas, improvement suggestions and safety concerns. Good cooperation is based on respect, dialogue and shared responsibility.

### **Legal compliance and continuous improvement**

We comply with applicable occupational health and safety legislation, regulations and requirements. Through continuous follow-up, risk assessments and improvement activities, we strengthen our safety culture and develop our working environment.

### **Our commitment**

DB FAST believes that a safe and healthy workplace is created through responsible leadership, engaged employees and shared responsibility. Our goal is that everyone working within or together with DB FAST can complete their working day safely and return home healthy.