

BEAMEX OCCUPATIONAL HEALTH AND SAFETY POLICY (OHS)

At Beamex, people come first. Our success is built on skilled, motivated, and satisfied employees. Safeguarding the health, safety, and well-being of our people is a fundamental principle that cannot be compromised.

A safe and healthy working environment is essential for every employee, partner, and visitor. We believe that incidents and occupational illness can be prevented through consistent and continuous efforts. Management involvement is crucial in driving a proactive health and safety culture across all locations where our employees, partners, and visitors operate. At Beamex, we all share the responsibility for achieving the highest standards of OHS performance, and we are committed to maintaining a safe, comfortable, and positive working environment for our employees and others we work with.

Maintaining and continuously improving a safe and healthy working environment for everyone is a key success factor, and we are committed to:

- Making OHS a natural part of our daily operations and company culture, ensuring continuous and effective approaches to protect people from health and safety risks.
- Fostering a positive safety culture in which every employee, partner, and visitor feels encouraged to speak up about non-conformances, unsafe situations, or any other OHS-related issues.
- Providing all employees, partners, and visitors with relevant information, operational controls, and training on OHS requirements to enable them to carry out their activities safely.
- Promoting transparent collaboration with employees and other stakeholders on all OHS matters.
- Maintaining a risk-based process for the identification, assessment, prioritization, and control of hazards and risks.
- Ensuring transparency in reporting on our OHS performance.
- Applying a Plan-Do-Check-Act approach to drive continual improvement of our OHS performance.

Our objective is to achieve zero work-related injuries and occupational diseases across the entire Beamex Group.

Governance

The OHS Manager, supported by the Beamex P&C team and the Beamex Occupational Health & Safety Committee, is responsible for the implementation, monitoring, and maintenance of this policy.

This policy applies to the entire Beamex Group and is reviewed annually by top management as part of the Management Review process to ensure its relevance, effectiveness, and compliance with applicable legal and other requirements.

Approved by



Jan-Henrik Svensson (May 4, 2026 15:53:48 GMT+3)

CEO, Beamex Oy Ab

This document has been approved electronically via Adobe Sign.