

 Alteams	Site: Alteams Group Subject: Alteams Health and Safety Policy	Published: 23.6.2025 Code: 0717 Revision: 4
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Alteams is committed to provide and maintain a safe and healthy work environment for all employees and anyone who is impacted by company operations. This commitment comes from the top management and extends to all employees.

We believe accidents and occupational illnesses are preventable and therefore we aim for zero level of those in cooperation with the occupational health care.

Alteams complies with all health and safety legislations, regulations, and standards in its operations. In addition to this, Alteams also meets other applicable occupational health and safety requirements, an example of this is requirements set by our customers.

This policy applies to the entire Alteams Group and covers everyone from top management to every employee, as well as contractors and business partners working on the Alteams premises.

How we operate:

- We conduct regular assessments at our workplaces to identify potential hazards and health risks. These assessments guide our efforts to implement appropriate measures (i.e. technical and organizational means and personal protection equipment) to minimize risks and ensure the safe environment. The target is to achieve a 15% annual reduction in Lost Time Injury Frequency (LTIF).
- We are committed to promoting mental well-being and psychological safety in our workplace. Our aim is to create a working environment that encourages openness and community, and where all employees feel valued, and that their voice is heard. The target is to achieve a 70 % level in the Quality of Working Life index.
- We provide ongoing training and education on health and safety practices for all employees. It is our goal to ensure that everyone understands their responsibilities and contributes to a safe working environment.
- We maintain well-defined emergency response procedures and provide training to relevant personnel. This ensures that our workforce is prepared to respond effectively in case of emergencies such as personal injuries, fire, chemical and other potential accidents.
- We strive to take ergonomics into account in working conditions, by providing ergonomically designed workspaces and equipment that promote the physical health and well-being of workers.
- We record and investigate possible incidents and near misses to analyze root causes to prevent recurrence. We encourage all our personnel to openly report safety-related development ideas to achieve an even safer working environment. The target is to receive at least one safety-related improvement idea per ten employees per year.

Our health and safety practices are subject to regular reviews and assessments. We actively engage, collaborate, and consult with all our employees and other stakeholders for their valuable input in continuously improving of our policies and procedures.

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Alteams Group Management Team is responsible for this policy and for monitoring its implementation. The relevance of the policy and the level of achievement of its objectives are reviewed annually.



Arto Lehtinen

CEO

Alteams Oy