



Aidon Occupational Health & Safety (OH&S) Policy

Aidon Group & its management recognises & accepts its responsibility to provide safe and healthy working environment for all its employees, partners, contractors, and visitors who use Aidon's premises. To prevent any injury and ill health, Aidon acts in accordance with the associated regulations in any country where Aidon operates in. Aidon's approach to systematic Occupational Health and Safety (OH&S) management is based on key clauses of the ISO 45001:2018.

Aidon's focus is on continual improvement of its Operational System which includes the OH&S management and OH&S performance.

The Chief Executive Officer (CEO) of Aidon takes the overall responsibility for Health & Safety, including documentation, implementation, and maintenance of the Operational Policy under which also the Occupational Health & Safety Policy resides. The CEO will ensure the Policy is reviewed periodically, to ensure that it remains relevant and appropriate to the organisation.

Aidon's emphasis will be on effective management through systematic approach of identification of risks and the allocation of financial and physical resources to control the risks.

To deliver these responsibilities Aidon will:

- Promote safe & healthy place of work with safe access
- Provide adequate health facilities
- Ensure risk assessments are carried out on an on-going basis
- Ensure objectives for elimination and reduction of risks are prioritized
- Provide sufficient training and supervision to enable people to avoid hazards and to contribute positively to the health and safety
- Ensure access to competent health and safety advice



- Ensure, at minimum, compliance with all relevant safety legislation
- Promote health & safety where possible also outside workplace

The Policy is a framework for effective planning, organisation, control, monitoring and review of preventative and protective measures and is the base for objectives and goals of the OH&S management system.

Tommi Blomberg, CEO