

## Work Environment Policy

Swelex offers design support and delivery of interconnection technology, EMC, and thermal management products, as well as customer-specific subassemblies.

The Work Environment Policy is one of our guiding practices. The keys are a functional management system, distinct rules, and competence development.

The overall goal regarding work environment is to secure a safe inner and outer work environment, which does not risk their health or put employees at risks of accidents, with regards to the nature of the work, as well as the social and technical development of society.

In practical terms, this means that we:

- comply with all applicable laws and regulations regarding the work environment.
- actively work towards a better work environment, which reduces accidents and risks, and strengthens the cooperation between employer and employee.
- adapt work in regards of physical and psychological conditions. Employees shall be given the opportunity to design their work situation as well as developments concerning their own work.

All employees are responsible for knowing, understanding, practicing, and developing the policy.

**Swelex AB**

A handwritten signature in blue ink, appearing to read "Tommy Ahlsved", written over a horizontal line.

Tommy Ahlsved, Managing Director

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