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WORK ENVIRONMENT POLICY

Momentum Group provides the industrial and construction sectors in the Nordic region with consumables and components as well as related services.

1 Introduction

The purpose of this policy is to describe Momentum Group's approach to its work environment and the approach that all Group employees are to follow.

2 Work Environment Policy

Momentum Group aims to establish a sound work environment through employer-employee cooperation in order to be an attractive and competitive employer. A sound work environment is a prerequisite for outstanding performance and is therefore an essential competitive tool and a strategic issue.

All work environment-related laws and other requirements must be observed in order to prevent injuries and illness. Commitment, efficiency, an openness to change and responsibility are to characterise the company's work environment, which encompasses both physical and psychosocial factors.

The work environment is to:

- be marked by dedicated leadership and expertise in all positions
- be characterised by respect and confidence in one another, and promote a drive to succeed
- include continuously improving the management of work environment issues and our work environment performance
- create the conditions for better performance as well as personal and professional development
- promote decentralised and personal responsibility for health and the environment in daily work, for example, by complying with regulations, procedures and decisions

Momentum Group provides all of the Group's employees with equal opportunities regardless of gender, transgender identity or expression, ethnicity, religion or other beliefs, disabilities, sexual orientation or age. The Group tolerates neither discrimination nor harassment.

3 Organisation and distribution of responsibility

The employer has principal responsibility for the work environment and working conditions at the workplace. The employer must take measures that are technologically feasible, organisationally reasonable and financially justifiable to protect its employees from illness or accidents at work.

At Momentum Group, each individual company in the Group is responsible for work environment issues and systematic work environment initiatives. The CEO of each individual company has ultimate responsibility. When necessary, the CEO delegates work environment-related tasks to other members of senior management in the company.

4 This policy

Momentum Group’s “Work Environment Policy” is normally adopted by Momentum Group AB’s Board of Directors once annually. The date of issue and version number of the policy are on the first page of the document.

The most recently updated version/edition of the policy should always be available on Momentum Group’s intranet. All Group employees are responsible for being up-to-date on the latest revised version of the policy.