

Document name: HSEQ policy

Expires: 2027-04-01

Document owner: Magnus Bergström

Doc nr.: A.104.E

Edition: 2

HSEQ policy

Four FM's Health, Safety, Environment & Quality Policy.

Four FM is a workplace of which we are proud. We have a good working environment where everyone thrives and are wellbeing. Our goal is achieved by a systematic HSEQ- and sustainability process, which implies to promote, investigate, prevent, implement, and monitor. We base our actions on facts, on a holistic view of the business and with a long-term perspective.

Compliance obligations

We comply with all legislation and other requirements that applies to our business, and we strive to always meet or exceed the expectations of our customers.

Risk & opportunities

We prevent all forms of work-related injuries and incongruities by early identification of risks and by acting before an injury have occurred. The work environment processes are addressed as a possibility to create good working conditions. We proactively identify and manage quality risks in all activities at all levels of the organization. We strive to reduce our environmental impact of our activities and services and our work is characterized by a holistic view and long-term perspective. We protect the environment by preventing pollution, reducing our use of resources, and reducing greenhouse gas emissions including energy efficiency related to our operations.

Employees

We ensure that our employees have the best possible conditions for fulfilling requirements and wishes, through high competence and constant training. We consult and involve employees in the HSEQ and sustainability work, and they are given responsibility, knowledge and authority to take action. We are committed to providing safe and healthy working conditions. We systematically and regularly follow-up all actions taken, both central and local, within Four FM. Acknowledgment and feedback are important means to motivate initiatives, responsibilities and engagements.

Sourcing & Procurement

We work with suppliers in a structured way and long-term perspective. We request our suppliers and their subcontractors to manage their HSEQ in line with our supplier code of conduct.

Continuous improvement

We constantly review, develop, and improve our entire business, our processes and our services. We optimize our business performance without compromising safety, quality, or compliance. We listen to our customers and stakeholders and based on their observations, we evaluate, plan and develop our business at all levels to achieve continuous improvement. We set relevant and realistic goals for our business in order to ensure the quality, the environmental- and work environment impact of our work and services. We measure, review and report our HSEQ and sustainability performance to enable continuous improvement.