



Volvo Group

HEALTH AND SAFETY POLICY

In all Volvo Group decisions, we shall consider the safety, health and well-being of our employees first. Striving to provide a safe and healthy work environment adds value to our business – it contributes to both quality and productivity, it increases engagement, and improves the well-being of our people.

To make Volvo Group the most admired employer in our industry, each and every manager shall work actively to promote a healthy work environment from both a physical and mental perspective.

Health and safety is everyone's responsibility

We expect everyone to contribute to and maintain a safe and healthy work environment:

- As a manager, you are responsible and accountable for implementing both national and local health and safety laws, Volvo Group directives, and other applicable requirements and work procedures. You are expected to provide training, share information, and monitor H&S performance and improvements.
- As an employee, you are responsible for understanding and acting in accordance with this policy, and for behaving in a way that ensures both your own health and safety and that of others.

Our approach to prevent and promote

Our H&S policy is founded on the belief that accidents, incidents, injuries, near misses, work-related illnesses and unsafe acts and conditions can be prevented. In the Volvo Group we expect all employees to behave with trust and transparency.

Our employees are trained and informed about H&S risks and the work procedures designed to avoid them. In addition they shall be involved in continuous improvements of the work environment. With the support from H&S experts, management implements best practices for the work environment.



Ensuring excellence in implementation

Creating and maintaining a safe and healthy work environment requires continuous, systematic improvements. We expect that:

- Everyone works actively to provide sound working conditions and the health and safety of employees is considered first in all the decisions we make. Safety, health and well-being shall be integrated in the design of our new and modified facilities, products, services and processes.
- Managers shall measure H&S performance, plan and implement actions to improve the work environment, as well as monitor progress.
- Health and safety shall be an integral part of all our processes and daily routines.
- The principle of prevention applies in the company.
- Employees shall be encouraged to identify actual and potential unhealthy and unsafe conditions, take action and make suggestions and recommendations for improvement, and bring them to management's attention.
- Managers shall respond to and follow up on recommendations and improvements from employees until the risks are reduced or eliminated.
- All organizations shall be supported by competent and adequate Health & Safety experts
- All employees are responsible for ensuring that any visitors or contractors who they are hosting, are informed of any applicable local safety rules and regulations for their visit.

A handwritten signature in black ink, which appears to read 'Martin Lundstedt'.

Martin Lundstedt

President and CEO of the Volvo Group
Adopted June 28, 2018