

# The Volvo Group's HEALTH & SAFETY POLICY

The Volvo Group's vision is to become the world leader in sustainable transport solutions



## Purpose

The health and safety of our employees is part of our core values, and as such, should always be considered first in all decisions that can affect our employees. Providing a safe and healthy work environment is essential to our business success and in line with the basic values and ethical standards expressed in the Volvo Way and our Code of Conduct.

For this reason, we shall actively work to protect and promote the physical, psychological, safety, health, and wellbeing of our employees.

The Volvo Group Health & Safety Policy is directed to all employees, managers, contractors and visitors within the Volvo Group.

## Commitment and participation by everyone

Leaders and staff shall work collaboratively and systematically to create a safe and healthy work environment:

- It is the responsibility of each member of management to enforce compliance with this policy, to implement local health and safety guidelines and work procedures, and to respond promptly to reported unsafe conditions and opportunities for improvement.
- It is the responsibility of each employee to understand and act in accordance with this policy, to comply with local health and safety guidelines and work procedures, and to promptly inform management of any unsafe conditions or opportunities for improvement.
- It is the responsibility of all employees to always act in ways that show consideration for their own, and others', health and safety.

## Prevention and promotion approaches

Our vision is that accidents, incidents, injuries, near misses, work-related illnesses and unsafe acts and conditions are preventable. Therefore, we shall:

- Proactively and responsibly comply with all local health and safety related laws and requirements.
- Establish efficient safety, health and wellbeing guidelines and work procedures that, when seen as valuable to our employees and the Group, will exceed the standards required by law.

- Inform, educate, and monitor the knowledge of potential risks and duty to comply with company policy of all employees, and visitors
- Openly and proactively involve employees in the design and continuous improvement of guidelines, work procedures and support systems aimed at promoting physical and mental wellbeing
- Guide and support employees in making health-promoting everyday lifestyle choices
- Keep up to date with the latest findings and best practices on health and safety issues, and strive to include applicable findings in all improvement initiatives.

## Excellence in implementation and execution

Continuous systematic improvement is essential for the creation and maintenance of a safe and healthy work environment. The Volvo Group shall:

- Design and operate our facilities in a manner that considers the safety, health and wellbeing of our employees.
- Establish health and safety improvement goals and monitor their progress.
- Encourage employees to identify actual and potential unhealthy and unsafe conditions and take action by bringing improvement recommendations to the attention of management for follow-up until risks are reduced or eliminated.
- Ensure that everyone follows the procedures established for the protection of our employees, and visitors.
- Provide adequate and competent resources and competencies for the implementation and maintenance of this policy.

Olof Persson

President and CEO of the Volvo Group  
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