

## Work environmental policy

FireSeal follows the centrally dictated guidelines by the Bergman & Beving group for systematic work environment focus, as well as for incidents & crises, equal treatment, and alcohol & drugs.

The company and all employed personnel must jointly work for a good and safe working environment, both organizationally, physically and socially. A good and safe working environment means that everyone should have the opportunity to thrive and develop at work, and that no one should suffer bad health or be injured because of their work.

At FireSeal, we show respect and understanding for our different personalities, needs and ways of working and see differences as an asset for the Company. We do not accept offensive discrimination. All employees also take joint responsibility for and contribute to open-, clear and constructive communication, so that potential work environment risks are noticed and remedied.

The employees are informed about routines, and which contact points exist for various types of work environment related issues, including the whistleblower function within the group. At FireSeal, work environment is a natural part of everyday work and work environment aspects are considered in all decisions made.

Fireseal's work environmental policy is normally reviewed and renewed by the company's management team once a year.

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