

	Document name:		Doc No: INS-23-006
	Occupational Health and Safety Policy		Replaces date: 2020-05-01
	Created by: HSEQ & S Manager	Approved by: CEO	Page 1 of 2

1. Purpose

Norex is a company with focus on sustainability. The business is based on increased material reuse and reduced resource consumption. It's a part of the core business to find solutions to use the world's steel in the best way - both by reusing steel and by optimizing scrap-related processes at the steel companies.

We have an active and long-term systematic environment work, which means a proactive approach where orderly, consistent, and coherent work environment must be planned, led and followed up.

1.1. Extent

This policy applies to all companies and units of the Norex Group.

All employees will participate for a working environment that is stimulating, safe and developing through close cooperation.

We must meet applicable legislation and other relevant requirements.

We ensure that work of working environment is carried out through decided good routines, clear responsibility when distributing work environment tasks and continuous improvements in all parts.

We investigate ill health, accidents and incidents in order to work with preventive measures.

No employee should suffer ill health or be injured as a result of the work and everyone should enjoy themselves and be able to develop both professionally and as individuals.

Every employee must be given the conditions to:

Psychosocial

There should be a We feeling in the workplace. We do not accept any form of bullying or harassment on the workplace. The working environment must be characterized by openness where all individuals must be treated equally and with respect.

Climate

In order to be able to carry out our daily work at each workplace, they will be:

- adapted and comply with applicable regulations, as good air, adjusted lighting, temperature with a good noise level
- be ergonomically designed for the individual (workspace/premises)

Social

It is important all employees receive positive feedback and motivation-enhancing activities/team buildings are carried out continuously in order to strive for an increased sense of We.

	Document name:		Doc No: INS-23-006
	Occupational Health and Safety Policy		Replaces date: 2020-05-01
	Created by: HSEQ & S Manager	Approved by: CEO	Page 2 of 2

We must actively prevent and eliminate risks of injury and ill health for all employees. There must be a clear rehab structure that must take place in collaboration with occupational health care.

Hygiene

Neat, clean and fresh spaces with good order increase motivation and strengthen the health of everyone.

Security

All employees have the right to good and accurate training to be able to perform their duties in a safe manner and with the right quality. New employees must be given a good introduction to the workplace.

1.2. Responsibility

All employees are responsible to work in line with this policy and to contribute to a good working environment.

The CEO has overall responsibility for the policy being communicated and adhered to. The policy must be well known by all employees and also be available externally.

2. Definition

--

3. Activities

--

4. Appendices

--

5. Related documents

--

6. Change history

Revision number:	Date:	Description of change:
1	2023-11-13	Uppdated