



ERICSSON

Health, Safety and Well-being Policy



It is of paramount importance to Ericsson to provide a work environment that promotes and safeguards the health, safety, and well-being of employees and anyone who is affected by the company's activities.

Ericsson aspires to achieve zero work-related fatalities, injuries, and illnesses, and considers work-related injuries and illnesses to be preventable. Ericsson is furthermore committed to creating a positive health, safety, and well-being culture.

Ericsson complies with applicable customer and other health and safety requirements that extend beyond legal compliance even when these requirements exceed local legislation.

Ericsson shall:

- Apply a risk-based approach to prevent, control, and mitigate work-related hazards and risks.
- Use leading indicators and implement applicable best practices and opportunities to continuously improve our work environment and processes.

- Record and investigate incidents and near misses and analyze root causes and trends to prevent recurrence.
- Design workplaces and work processes and provide tools that promote and support health, safety, and well-being of workers.
- Provide necessary trainings and other applicable ways of developing competence, to ensure that workers have adequate knowledge, skills, and experience.
- Engage, collaborate, and consult with employees, employee representatives, customers, suppliers, contractors, and other stakeholders, to get their input for continuous improvement of the health, safety, and well-being management system.
- Effectively communicate and enforce the health, safety, and wellbeing values, policies and requirements with workers and other for them to learn and understand their responsibilities to always adopt safe behavior.