



**ERICSSON**

# Occupational Health and Safety Policy



To provide a safe and healthy work-environment is of fundamental importance to Ericsson. Our vision is Zero Major Incidents and we integrate Occupational Health and Safety (OHS) with a commitment to awareness and prevention in all Ericsson operations.

It is our belief that incidents, injuries and work related ill-health can be prevented. To achieve this we shall:

- Apply a risk based approach to control and prevent work-related hazards and report incidents; analyze root causes and trends to drive continuous improvement.
- Design work places and work processes to prevent ill-health or injuries from occurring while managing work related stress by utilizing work-life balance tools.
- Effectively communicate the Zero Tolerance Safety Rules so that employees, contractors and suppliers understand their purpose and adhere to them and intervene and report if any un-safe acts or conditions are observed.
- Work together with our employees, customers, suppliers and other stakeholders to continuously improve our work environment and provide competence development and training as a natural part of individual- and team development to secure appropriate knowledge.
- Meet customer and Ericsson requirements as well as relevant OHS legislation in all markets where we operate, even if the requirements exceed local regulation.