

Kongsberg Automotive

# Health and Safety Policy

“Put safety first.”

Kongsberg Automotive gives the highest priority to the health, safety and well-being of all employees and those who may be affected by our work activities. Our established core values provide the foundation for achieving our business objectives.

We are dedicated to achieving the highest industry standards by:

- Passionate**
- Involving employees in setting the Health and Safety Standards
  - Recognizing and celebrating positive health and safety behaviour
  - Communicating the policy and emphasizing to all employees, suppliers, contractors, and others working on our behalf, their responsibility and accountability for safe performance
- Accountable**
- Commitment to complying with applicable legislation and other relevant requirements
  - Commitment to the prevention of injury, ill health and continual improvement in health and safety management and performance
  - Implementing preventative, predictive and protective measures to eliminate reduce and control potential injury, harm or loss
  - Tracking health and safety performance through internal evaluation and reporting
  - Empowering our people to care for the health and safety of persons affected by what we do or fail to do
  - Complying with relevant codes of practice, work instructions and guidance
  - Complying with the product safety requirements of our customers
- Prepared**
- Assessing the nature and scale of risk, through the hierarchy of control. Addressing the opportunities through a program of continuous improvement
  - Setting objectives, targets to gain improvements in overall health and safety performance
  - Providing necessary resources, information, instructions and training
  - Maintaining and reviewing periodically the H&S Policy to ensure that it remains relevant and appropriate
  - Providing access to the H&S policy for all interested parties

Endorsed by Kongsberg Automotive's Board of Directors  
and the Executive Management Team