

# health and safety policy

## Purpose and scope

The health and safety policy covers all the company's activities and must be respected by employees, contractors, and customers in all their work for the company.

New sites, processes and any other changes shall always include the health and safety aspect and appropriate considerations. This health and safety policy outlines our commitment and approach to achieving our health and safety goals.

## Policy

As an employer, atNorth is responsible for providing instructions, training, applicable tools, and protective equipment as well as continuous hazard evaluation and elimination towards a safer working environment and makes sure that work is conducted in accordance with ISO45001:2018 standard for Occupational health and safety management.

## Goals

- Zero-occupational injuries and accident within the workplace
- Electrical safety – maintain high electrical safety procedures to minimize electrical hazards and protect our employees and equipment.
- Test and develop emergency response training for various types of scenarios.
- The health and wellbeing of employees is promoted through initiatives such as fitness/health support and make sure our employees have a healthy work-life balance.
- Ensure that our contractors working within the data center meet the same safety standards and protocols by adding our rules into procurement processes and providing training before contractors start working on our sites.

## Our commitment

- Ensuring uncompromised working ability for all today and in the future
- Promotion of physical and mental health and wellbeing
- Ensuring safe ways of working by instructing, training, and monitoring knowledge and competences
- Empowering everyone to open and honest dialogue and discussions
- Stressing the obligation to report incidents, accidents, and observations on shortcomings or "almost"- accidents.
- Thorough investigation and applicable action of all incidents

## Responsibilities

### atNorth is responsible for:

- Continuously evaluating and eliminating hazards to create a safer working environment.
- Providing training during onboarding and on a regular basis for all employees and contractors working on site, applicable tools, and a personal protective equipment for all employees
- Considering and accommodating all personal considerations and circumstances related to occupational health and safety without compromising the safety or well-being of individuals.
- Monitor the working conditions, update, and review procedures.
- Ensure employee wellbeing on continuous basis.

## All employees are responsible for:

- Complying with procedures and reporting any shortcomings, incidents, risks, and hazards without delay.
- Reporting any shortcomings, incidents, risks, and hazards promptly.

## Safety committee and communications

The safety committee ensures there is dialogue between the employer and employees. Open discussion between employer and employees is the foundation of comprehensive promotion of physical and mental health.

This policy is presented to employees and is available on the company's internal and external website.

The health and safety policy is reviewed annually by atNorth's executive board.

## In a nutshell

### atNorth is committed to:

- Ensuring **uncompromised working ability** for all today and in the future
- Promotion of **physical and mental health** and wellbeing
- Ensuring **safe** ways of **working** by instructing, training and monitoring knowledge and competences
- **Empowering** everyone to **open** and honest dialogue and **discussions**
- Stressing the **obligation to report** incidents, accidents and observations on shortcomings or "almost"- accidents
- Through **investigation** and **applicable action** of all incidents

## Takeaways

- Safety is everyone's responsibility
- We work safely or we don't work at all
- Health is our wealth

The policy is presented to employees and be available on the company's internal and [external website](#).

atNorth executive board is responsible for the health and safety policy and reviews it annually.