

Work environment policy

Scope

The policy covers all companies that are more than 50% owned by the Lantmännen Group.

Summary

Lantmännen's Code of Conduct, Work Environment and Social Conditions/Health and Safety *"We work to continually improve our work environment. We promote good health and aim to prevent accidents and injuries linked to the work that we do."*

Focusing on the work environment helps to improve profitability in our businesses.

Our work environment is where we work and spend our time during our working days. Good or bad working conditions affect our ability to work to our full potential. 'Working conditions' cover the physical and psychosocial environment, e.g. working methods, procedures and aids, atmosphere and attitudes between employees, leadership and communication, and our organizational structure.

The work we do for our work environment has to be long term and preventive. It must be carried out in close collaboration between management, employees, health and safety organizations, our company health service and other partners. Our work is based on the national legislation in each country. However, it is in Lantmännen's interest to keep to an even higher standard than this to ensure that we have safe workplaces, better product quality, cost effectiveness and satisfied customers.

The work environment work will be carried out systematically and will be tailored to the individual requirements, needs and current situation of each company. Each business will set their own work environment targets and guidelines for their improvement work based on their own operations, Lantmännen's general policy and work environment targets, and the requirements set by the Group.

The management teams of each business will make work environment work a natural part of their operations. They will make this work clear to their employees and will continually follow this up. Every employee also has their own personal responsibility to contribute to a safe and ordered work environment. They will help to make continual improvements, improve job satisfaction and promote a sense of community. We aim to be an employer that attracts, develops and retains competent employees.

Policy

Group-wide work environment targets

- Safe work environment –no employee will be at risk of danger or injury at the workplace
- Zero injuries and deaths at work
- Every business will carry out systematic work environment work
- Ensure that we learn and act on incidents and accidents to avoid them happening again
- Ensure a good work climate with high levels of job satisfaction and a sense of community

Health and health promotion

At Lantmännen we will work actively with health and health promotion as a natural part of our business. This strengthens our employees and makes us into an attractive and responsible employer, where good health is seen as a resource. We work for sustainable performance, a long and healthy working life and a profitable Lantmännen.

- Lantmännen will work on strategic measures in the health area at Group level to support all of the operations.
- All parts of the organization will set clear goals, allocate resources, implement measures and provide continual follow-up of their health and health promotion work.
- Managers and leaders will manage their employees in an effective way that promotes health and they will be involved in local health and health promotion work.
- Employees take responsibility for their own health and lifestyle

Responsible Owner of Group Policy

SVP & Head of HR & Communication is the owner of this Policy and has the overall responsibility for its implementation and regular updates

Date of approval

Group Policy approved by the **Lantmännen Board of Directors [2022-05-05]**

Supervised by the responsible Executive member of Group Management Team.

Magnus Kagevik
President & CEO

Elisabeth Wallin Mononen
SVP and Head of Group HR and Communication