

Document name: Health & Safety and Wellbeing Policy	Document type: Group Policy	Version: 1.1
Approved by: Board of Directors of Medcover AB (publ)	Document owner: CPO	Date of approval: 21.03.2025



Medicover Health & Safety and Wellbeing Policy

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1 Introduction

"To improve and sustain health and wellbeing" is Medicovert's mission, which we pursue toward patients and clients, as well as our employees and co-workers. We want to create healthy and safe work conditions for Our People and our ultimate aim is "ZERO" accidents at work.

2 Purpose

The purpose of this Health & Safety and Wellbeing Policy (this "**Policy**") is to outline the Medicovert approach and commitments to ensuring a safe and healthy working environment for our people to:

- prevent work-related accidents and illnesses;
- comply with relevant health and safety legislation;
- provide adequate training on health & safety risk and safety standards to ensure Our People are working safely;
- engage with employees and social partners in matters related to well-being and health & safety;
- implement work-safety emergency procedures.

3 Scope

This Policy is an organisational policy and it applies to own workforce at Medicovert, understood as employees or coworkers hired in entities of the Medicovert group (Medicovert AB (publ) and its subsidiaries, "**Medicovert**" and each a "**Medicovert company**"), as provided by the respective general laws or labour laws of a given country.

As this Policy cannot address all local legal matters in all countries in which Medicovert operates, *where a law conflicts with this Policy, the stricter prevails.*

4 Policy

The health and life of our people is our highest priority at Medicovert, which is why we are committed to the systematic management of health & safety and well-being, including:

Compliance. We are committed to adhering to relevant health and safety laws, regulations, and standards in every country where we operate and regularly reviewing and updating our health and safety practices to ensure compliance.

Risk Assessment. We conduct regular work safety risk assessments to identify potential hazards and to implement control measures to mitigate identified risks. We review and update risk assessments periodically and whenever there are significant changes in the workplace.

Education. We provide health and safety training to Our People and promote awareness of work safety risks, health and safety standards and other related topics.

Incident Reporting and Investigation. We require prompt reporting of health and safety incidents, near misses, and hazards and conduct thorough investigations of incidents to identify root causes and implement corrective actions as provided by the respective general laws or labour laws of a given country.

Emergency Preparedness. We ensure emergency procedures to respond quickly to critical work-safety events.

Health and Wellbeing. We promote physical, mental and social wellbeing among Our People through education and wellbeing programs.

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Monitoring, Review, and Prevention. We regularly review health & safety performance, monitor compliance with health and safety policies and procedures, and improve work safety standards based on feedback and incident investigations.

Resources. We provide resources to implement the above commitments.

Effective Communication. We 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 behaviour.

5 Definitions

In this Policy, we use the following definitions:

Own Workforce, Employees or Our People: every person (employee or coworker) hired in legal entities of Medicovert, as provided by the respective general laws or labour laws of a given country.

Health & Safety Personnel: personnel specialised in health & safety processes and dedicated to health & safety processes and matters, as provided by the respective general laws or labour laws of a given country.

Manager(s): a person responsible for managing people in his/her area and for overseeing and ensuring health & safety standards, as provided by the respective general laws or labour laws of a given country.

6 Responsibilities

This Policy is reviewed and amended if required by the Chief People Officer (CPO) and comes into force after authorisation by the CEO and approval by the Board and its publication via the online channels available to employees.

Country HR heads (or heads of other departments where health & safety functions is organisationally placed) are responsible for implementing this Policy in their respective business areas, and Health & Safety Personnel are responsible for enforcing this Policy and supporting managers in implementing and complying with it.

Managers at all levels are ultimately responsible for enforcement and compliance with this Policy in their areas and for providing necessary resources to ensure health & safety standards.

Our People are responsible to adhere to health and safety procedures and standards, participate in trainings, and report hazards or incidents they observe in their workplace.

This Policy can be supplemented by country HR heads to the extent required by the local country regulations, after prior agreement with the CPO (subject to the *stricter prevails* principle set out above).

7 Questions

Any doubts or questions related to this Policy can be directed to:

- Line manager
- HR or Health & Safety Personnel in a given country
- Legal department head

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Any case of misconduct or violation of this Policy should be reported openly or anonymously via one of the reporting channels below:

- Line manager
- HR or H&S personnel in a given country
- Whistleblower channels of Medcover, subject to local requirements.

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Author(s)	Chief People Officer (Kamila Skorupińska)	14.03.2025	

Authorisation

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