

health and safety policy

**Business Development unit
2024-11-29**

Adopted by the Board of Directors in Akelius Residential Property AB (publ) 2024-12-10.

essentials

Akelius commits to providing a healthy, safe working and living environment for its employees, tenants, and visitors across our operational locations in the US, Canada, and Europe.

This is achieved through meeting legal requirements, regular training and compliance monitoring.

scope of compliance

Protect the health and safety of Akelius's employees in office settings, during site visits and during construction works.

Provide every Akelius employee with the continuous training necessary to carry out their tasks safely.

Protect the health and safety of employees by complying with applicable government regulations.

Protect the health and safety of tenants by complying with applicable government regulations.

Enforce safe construction work in compliance with regulations and industry best practices.

Adhere to all relevant local, national, and international health and safety regulations and standards.

Regularly review and update health and safety practices to comply with new regulatory requirements.

Carry out inspections relating to health and safety criteria on all properties at least annually.

Continuously reduce non-compliance incidents.

Carry out annual maintenance inspections for building systems and emergency equipment.

regulatory requirements

Align workers health and safety practices with regulatory requirements set for by following

- Occupational Safety and Health Administration, in the US
- Canadian Center for Occupational Health and safety, in Canada
- Health and Safety Executive, in UK

- Direction générale du travail and The French national institute for safety and health at work, in France
- Swedish Work Environment Authority, in Sweden
- federal institute for occupational safety and health, in Germany

Regarding the health and safety of tenants, comply with municipal housing codes and regulations as applicable in each city.

Address all unforeseen health and safety incidents in accordance with applicable legislation and laws. Follow the company's *crisis management guideline*.

responsibilities

ownership

The CEO has ownership of the health and safety policy for Akelius Residential.

operational implementation

Executives are responsible for ensuring compliance with the health and safety policy.

Staff managers are responsible for keeping local employees' health and safety policies up to date.

Asset managers are responsible for ensuring all profit centers within their branch operate in accordance with tenant health and safety regulations.

individual implementation

Each staff member is responsible for

- reading and understanding the policy
- being aware of hazards in their work areas
- following safe work practices

approval and review

The Board of Directors reviews and approves the health and safety policy annually.

This review process is intended to ensure continuous compliance with all relevant legislation across all operational locations of Akelius.