

V O L V O

VOLVO CARS HEALTH AND SAFETY COMMITMENT

A group of approximately 15 Volvo employees, including men and women in various work attire, are posed around a white Volvo SUV. They are standing on a paved road that runs along a rocky cliffside. In the background, a cityscape is visible under a hazy, overcast sky. The overall scene conveys a sense of community and safety.

**WE CARE ABOUT PEOPLE
NOTHING IS MORE IMPORTANT THAN SAFETY AND WELL BEING
HEALTH AND SAFETY IS THE HIGHEST PRIORITY IN ALL OUR OPERATIONS**

HEALTH AND SAFETY

As a human centric company, Volvo Cars aims to offer a safe, sustainable and attractive workplace where people are able to perform, develop and grow.

SAFETY

“We are committed to ensuring there are no work-related fatalities or serious injuries involving any of our employees or contractors”

Nothing is more important than safety and wellbeing. This approach, led by the Executive Management Team, is valid all over our company and in cooperation with our employees and their representatives/unions.

Our approach to improve Volvo Cars' work environment is well structured throughout the whole company with work environment committees, safety walks and inspections, followed up by yearly assessments of Global Minimum Requirements. We have a Global Health and Safety strategy, to ensure we keep moving from reactive to proactive.

We are well prepared in case of an emergency. In all our operations we have trained first aiders, AED equipment, alarm 24/7 and company-wide crisis preparedness. Via our risk, accident and incident procedures we monitor, take action and eliminate all incidents – both for employees and contractors.

A health and safety training program is provided for all employees and supervised contractors. This includes new employees, managers training, high risk areas. To be able to work at Volvo Cars all external suppliers and contractors need to undergo the Contractor Safety program.

We have worked hard with the safety and wellbeing of our people over the past years. This is done through proactively identifying and mitigating risks, improving our work environment, providing training facilities and raising awareness. We're proud that this helped bring the number of injuries leading to sick leave to an all-time low level in 2021.

We set challenging targets and follow up all accidents and incidents. We act preventive by focusing on finding risks, following up and eliminating all found risks. We identify and eliminate approx. 80 000 risks every year and we measure the speed of elimination. All our workplaces within Manufacturing and workshops are regularly risk assessed to reduce accidents and ill-health. Our strategy is successful - in 2021 LTCR (Lost Time Case Rate/200 000 worked hours) was 0,06.



HEALTH AND WELLBEING

We create a work environment for all employees to stay healthy and committed by taking care of all employees.

We offer Occupational Health Service on all sites, promote wellness and work life balance. Through the use of stress surveys, health promotion benefits, health check examinations, global ergonomics tools & standards and an inspiring workplace experience we monitor and promote our employees' wellbeing.

We support our employees in leading a healthy lifestyle. This is done by offering healthy food, training facilities, seminars and our Global Wellbeing & Safety Month every year with a lot of activities to attend and we also recognize wellbeing initiatives and good safety initiatives with the Volvo Cars Wellbeing & Safety Award.