

V O L V O

VOLVO CARS HEALTH AND SAFETY COMMITMENT

A group of approximately 15 Volvo employees are posed around a white Volvo SUV on a scenic road overlooking a city. The employees are dressed in a mix of business casual and work attire, including blue shirts, dark jackets, and orange high-visibility vests. The car is parked on a paved road that runs along a rocky cliffside. In the background, a city with a harbor and mountains is visible under a hazy sky. The overall scene conveys a sense of community and commitment to safety and well-being.

**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 aim is 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.

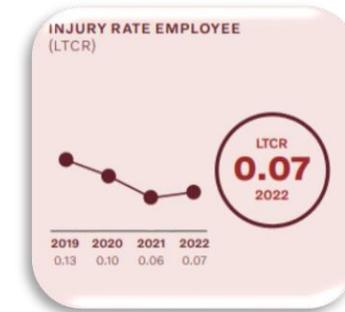
Our approach to improve Volvo Cars work environment is well structured throughout the whole company with work environment committee's, safety walks and inspections, followed up by yearly assessment of Global Minimum Requirements. We have a Global Health and Safety strategy, to keep moving from reactive 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, company-wide crisis preparedness. Via our risk, accident and incident procedures we monitor, take action and eliminate all incidents – both for employees and contractors.

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 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 has helped bring the number of injuries leading to sick leave to an all-time low level.

We set challenging targets and follow up all accidents and incidents. We act preventive by focus on finding risks, follow up and eliminate all found risks. Reporting risks is about working proactively, finding risks and removing them. Over a period of 10 years we have identified and eliminated over 500 000 risks 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 2022 LTCR (Lost Time Case Rate/ 200 000 worked hours) 0,07.



HEALTH AND WELLBEING

As part of Volvo Cars People Mission, our Wellbeing Strategy promote initiatives for all employees to stay healthy and committed.

We offer Occupational Health Service on all sites, promote wellness and work life balance – stress surveys, health talk tool, health promotion benefits, health check examinations, global ergonomics tools and standard and an inspiring workplace experience.

We support our employees in leading a healthy lifestyle. This is done by offering healthy food, training facilities, and spaces that provide privacy and quiet for activities such as relaxation, contemplation, and breastfeeding. To further enable work-life balance for our employees we also offer flexible work hours and working from home arrangements where possible.

Every year in June we invite all employees to Global Wellbeing & Safety Month with a lot of activities to attend to and we also recognize wellbeing initiatives and good safety initiatives with Volvo Cars Wellbeing & Safety Award.