

	<b>Operations Manual</b>	Section 1.3.2
Issuer CEO	Chapter name Management responsibility	Edition 1
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## Work environment policy for AB Momento

It is in the common interest of AB Momento and its employees that the business maintains high quality and is run under good financial conditions. In addition, we must maintain a high standard in the working environment.

For AB Momento, a good working environment is a matter of course at the same time as it is a means of competition.

The existing occupational health and safety laws constitute the minimum requirement for what applies in the company.

In AB Momento, the working environment must meet the requirements set by the authorities. The work environment must not only be safe, it must also be pleasant and developing for the employees. Employees should also be able to influence their work environment.

An important goal of our work environment work is to ensure an environment that does not expose employees to ill health or accidents. It must also be satisfactory in view of the nature of the work and the social and technical development.

AB Momento shall take the necessary measures to prevent and prevent employees from being injured in the work.

### Responsibility

The work environment work is to be a natural part of our business and takes place in cooperation between employers, employees and the trade unions. This means that all employees, including managers, should actively participate in the work to achieve the best possible working environment. No one gets blind to deficiencies in the work environment when or if they are detected.

### A good working environment at AB Momento means, among other things:

- That we distance ourselves from all types of abusive discrimination and discrimination.
- That AB Momento conducts active and targeted work to promote ethnic diversity.
- That equality work is conducted in accordance with applicable laws.
- That the company has procedures for adaptation and rehabilitation activities.
- That we have clear procedures for dealing with crises of various kinds, and that there are introductory plans for new employees and that there are action plans for long-term absences.
- In cases where it is necessary to have a functioning company health care available to the employer and the staff.
- That safety rounds are carried out regularly.

AB Momento.  
Torbjörn Palmberg  
CEO