

# VOW HSE POLICY

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- In Vow and our subsidiaries, we believe that every accident can be avoided, and we continuously strive for zero harm to people and the environment.
- Employees and managers have a mutually shared responsibility for health, safety, and the environment (HSE). We work with customers, suppliers, and business partners to achieve excellent HSE performance through the entire supply chain.
- We empower and trust our dedicated managers, and expect them to focus on awareness, perform risk assessments and always take a proactive approach to HSE. Mitigating actions shall be implemented accordingly.
- All employees are responsible to follow the safety instructions given and always use appropriate protective equipment. Everyone in Vow is encouraged to engage in the HSE work and report on suspected unsafe working conditions and areas of improvement.
- In Vow we report all accidents, incidents and near miss occurrences that may have an impact on the health and safety. We analyse reports and learn from experience with the objective to reach our zero target.
- Our priorities follow our set of company values: **Trust, Responsible, Inclusive, Passionate** (“TRIP”)