

Xellia - EHS Policy



EHS EXCELLENCE CULTURE

Everyone is engaged, empowered and encouraged to continuously improve our workplace and promote the safety and health of our employees, customers, contractors and visitors. EHS standards and systems are integral to everything we do.



COMPLIANCE

We comply and uphold the spirit of the law. We will comply with all the rules and regulations in the countries we operate.



PERSONAL ACCOUNTABILITY AND BEING OUR BEST

We hold each employee accountable for working in a safe environment and encourage all employees to bring their best selves to work every day.



OPENNESS AND TRANSPARENCY

We commit to an open and transparent dialogue with our employees, neighbors and the authorities. We will always disclose applicable reports and offer other information to relevant parties.



ENVIRONMENTAL IMPACTS

We will continue to improve our environmental performance. We choose responsible waste solutions and optimize the use of energy and raw materials to protect the environment.



TRAINING

We motivate and educate Xellians on workplace safety, health and environmental standards as well as best practices.



RISK MITIGATION

Our management system and culture is focused on managing EHS risks and performance effectively; actively seeking and acting upon meaningful opportunities to reduce risk and improve our EHS performance.

At Xellia, we understand that the whole person comes to work. Our health and wellbeing has a direct effect on the overall workplace safety, productivity and quality of work we perform. Our employees are committed to Xellia Values: **Being Our Best, Accountability, Openness and Transparency** and **Zest**, allowing us to maintain high standards of occupational health, safety and environmental compliance.

Carl-Åke Carlsson

CEO