

Global Health and Safety Policy for FREYR Battery

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Global Health and Safety Policy for FREYR Battery

Objective

The objective of this Global Health and Safety policy is to provide a platform for all health and safety related topics and aspects performed within FREYR Battery, Inc. and its affiliated companies ("FREYR Battery").

Applicability & Languages

This Policy applies to all our operations and the employees and contractors who work in them. Where FREYR Battery does not have operating control, we encourage our partners to demonstrate the commitments reflected in this Policy.

This policy is written and available in English. Any request for translation shall be subjected to the policy owner for review.

Roles & Responsibilities

The policy is owned by the HSSEQ-function and is subject to an annual review in accordance with the annual quality wheel governed by the HSSEQ-function in FREYR Battery.

The policy has been presented to the Freyr Management Team (FMT) and approved by the CEO. .

FREYR Battery's business units and employees are responsible for understanding and complying with occupational health and safety laws and regulations, as well as FREYR Battery policies, standards, and performance criteria.

We expect every employee, director and officer of the subsidiaries and affiliates of FREYR Battery worldwide to comply with this Policy, and we have implemented training and awareness programs to promote understanding of the expectations under this Policy and FREYR Battery's other policies, including our Code of Business Conduct and Ethics. Employees will also be provided with extensive training on safety guidelines, procedures and protocols designed to protect workplace health and safety. We are also committed to providing interested parties with relevant and appropriate information about our workplace safety performance.

Requirements

FREYR Battery has a profound commitment to safeguarding the health, safety of our employees, partners, and the communities in which we operate. FREYR's overall safety goal is ZERO loss of life and personnel injuries and ZERO damages to assets or third-party property.

We ensure an inclusive and collaborative work environment where every employee is treated fairly and given the opportunity to grow and develop both professionally and personally. We actively strive to create a culture of learning and innovation by promoting diversity, inclusion, and courage so all employees feel welcome, valued, and empowered to make a difference.

FREYR Battery is responsible for ensuring that all employees have the necessary and up-to-date competence to perform their work in a safe and conscientious manner, and will allocate the time, resources and effort needed to implement a pro-active culture in relation to health and safety. We ensure the consultation of employees, and workers' representatives as a platform for our work with health & safety.

Our health & safety mindset is founded in the FREYR Battery mission statements that we ensure safe, healthy, and reliable operations for the well-being of our employees and we also impact positively the environments where we operate in a proactive way with our stakeholders.

In FREYR Battery we are all SAFE role models:

- My behavior and my knowledge have an impact on my safety and that of my colleagues.
- I take responsibility for my actions and have the courage to step in, speak up and to prevent adverse events.
- I am entitled and obliged to stop unsafe work.

In FREYR Battery we CHOOSE to be role models to:

- Ensure that everyone is aware of their own responsibility for personal safety.
- Ensure involvement and create commitment for health & safety at all levels within the organization.
- Actively contribute to FREYR Battery being a learning organization that is always looking to improve.

Employees are expected to communicate urgent information about business interruptions or workplace safety situations to their managers and, failing that process, to FREYR Battery's HSSEQ, Human Resources or Compliance departments. Employees may report concerns anonymously. Any employee who reports in good faith is protected from retaliation.

We conduct regular evaluations to ensure full conformance with the requirements set forth in country-specific laws and regulations and FREYR Battery standards. These evaluations are designed to drive effective corrective and preventative action.

References

ISO 45001:2018 Occupational health and safety Management Systems.

Appendices

N/A

Attachments

N/A

Change log:

Date	Responsible	Chapter	Short description of change
05/10/2022	Mats Deleryd	Entire document	First version of the policy approved
29/11/2023	Mats Deleryd	Entire document	Updated formulation regarding employee involvement based on DNV audit 2023.