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Directive regarding Health and Safety	6-1D	Group Directive	2015-09-30
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EVP and Head of SSAB Europe, Tony Harris	GEC	2026-08-19	

Directive regarding Health and Safety

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1. Background and purpose

SSAB is determined to be the safest steel company in the world, with the objective of achieving zero accidents, work-related injuries and occupational illnesses.

The health and safety of employees, contractors, and visitors take absolute precedence in all operations. SSAB shall at all times ensure a safe and secure working environment.

The purpose of this Directive is to define SSAB's overall ambition for safety performance, to establish a clear hierarchy of requirements and mandates, and to emphasize the requirement for uncompromising safety management, supported by strong leadership and individual accountability to act in a safe manner.

2. Applicability

This Directive is mandatory and shall apply to all divisions and companies in the SSAB Group.

3. Hierarchy of Governing Frameworks

This Directive is underpinned by a defined hierarchy of governing and guiding frameworks, ensuring consistency, legal compliance, and alignment across the Group:

1. Applicable laws, regulations, and regulatory requirements
2. SSAB's Code of Conduct
3. SSAB's occupational health and safety management systems, aligned with ISO 45001
4. Established industry practices (e.g., worldsteel), and reporting frameworks (e.g., CSRD) where applied for monitoring, reporting, and benchmarking

Applicable laws, regulations, and regulatory requirements shall always take precedence. Where local legal requirements differ from this Directive, a precautionary principle or legally binding requirement shall apply.

4. Mandates and Responsibilities

Governance of this Directive and associated Group-level instructions is assigned to the SSAB Group Executive Committee (GEC). A GEC-appointed role owner shall be responsible for approving, maintaining, and updating this Directive and related Group-level instruction.

Each Site Manager or appointed responsible is responsible for ensuring that this Directive and associated Group-level instructions are implemented and adhered to within their site, including ensuring alignment of local instructions, processes, and reporting practices.

Divisions and sites may establish local instructions to support operational implementation, provided that these are aligned with and do not contradict Group-level directives and governing documents.

5. Statement

All employees of SSAB shall take personal responsibility and be accountable for working safely at all times. Working in a safe manner is a fundamental condition of employment at SSAB. Occupational



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health and safety form an integral part of SSAB's management system. To achieve its safety ambitions, SSAB shall apply the following internationally recognized safety principles:

1. All injuries and work-related illness can and must be prevented
2. Employee engagement and training is key
3. Working safely is a condition of employment
4. Excellence in safety and health drives good business results
5. Safety and health shall be integrated into business management processes

All employees shall formally acknowledge their commitment to SSAB's safety principles through the Safety Declaration/Safety pledge (see Appendix [1]). Signing the Safety Declaration is mandatory and confirms individual understanding of, and commitment to, working safely in accordance with this Directive.

6. Associated documents

- Group Instruction: SSAB's health and safety principles and management.
- SSAB's Code of Conduct.

7. Changes compared to last revision

This Directive has been adjusted with focus on streamlining and aligning the Directive with Health & Safety Instruction. Key updates include clarified text, the addition of governance hierarchy and mandate/responsibility sections, inclusion of the Safety Declaration, and updated references to associated governing documents.



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Appendix [1] Safety Declaration/Pledge/Policy

This document is a summary of the SSAB's fundamental safety principles and basic safety management requirements for the group. These principles and requirements are described in detail in the group governing documents "Directive regarding SSAB's safety management" and "Instruction regarding SSAB's safety principles".

SSAB is determined to be the safest steel company in the world, with the objective of achieving zero accidents, work-related injuries and illnesses. The provision of a safe and secure work environment for our employees, contractors and visitors is the highest priority. Every employee who works for SSAB has the personal responsibility to work in a safe manner every day. Working safely is a fundamental prerequisite for being employed at SSAB. Occupational safety is part of the integrated management system.

In order to achieve our objective of zero accidents, injuries and work-related illnesses, SSAB will:

- Ensure safety is an integral part of all activities and decisions throughout the company;
- Co-operate to prevent accidents and work-related illness by identifying, evaluating and removing risks;
- Systematically identify and eliminate the root causes of accidents and near misses which have occurred, with the aim of preventing them from happening;
- Ensure that management and the line organizations are responsible for occupational safety. They are assisted by occupational safety specialists. However, all SSAB employees are responsible for their own safety and for that of others in their own working environment. We must interrupt and instruct colleagues and contractors when they take a risk or fail to comply with established safety rules. All work which is not performed safely must be discontinued;
- Ensure that all managers lead by example. They are responsible for the work environment and must serve as good role models;
- Ensure that all employees are provided with all necessary instructions, as well as the training and equipment necessary to facilitate safe work methods;
- Comply with or exceed all applicable laws, regulations and SSAB requirements;
- Establish clear objectives and carry out regular monitoring to ensure that these objectives are fulfilled.

The application of, and compliance with this declaration will ensure that SSAB achieves continual improvements in the area of health and safety, will strengthen the company, and ensure that SSAB continues to be a world-class steel company.