

Occupational health and safety policy

Measurlabs is committed to providing all our employees a safe and healthy working environment. As part of our business strategy and ISO 45001-compliant Integrated Management System (IMS), we are dedicated to eliminating hazards and reducing risks to promote employee well-being and meet our stakeholders' expectations and applicable regulatory requirements. We are also committed to continuously improving our health and safety management using our integrated management system.

Our management is committed to actively promoting our health and safety management activities and providing the resources needed to achieve our targets. These targets are annually measured and reviewed.

This policy is communicated across the organization and stakeholders. It is reviewed annually to ensure it remains appropriate to the changing needs

We collaborate with our entire team, especially our occupational safety and health committee, and our team lead to address matters affecting our employees' safety and well-being. Our key focuses are:

- **Complying with all applicable regulatory requirements**
- **Ensuring health and safety of all individuals taking part in our business processes**
- **Providing a harassment-free, equal, and safe working environment**
- **Continuously improving our health and safety performance**
- **Open communication with workers and worker representatives**

In Helsinki, January 9, 2024



Teemu Myllymäki

CEO