

Business Policy

HERCULES designs and executes contracting operations in deep foundations and supplies precast concrete piles and reinforcement.

This policy, alongside our Code of Conduct, is a statement of support and commitment to all our employees and describes how Hercules runs its business in a responsible manner. Our values of honesty, trust and respect guide our relations with each other and to our environment. We always comply with laws and regulations. We work towards a sustainable society, with focus on quality, health, safety, and environment.

Hercules has three focus areas that are critical for our success, ensuring satisfied customers, owners, and motivated employees:

Customer focus

Although being market leader, Hercules should also be the natural first choice as a local partner. By working closely to our customers and getting involved at an early stage we can optimize designs and offer climate-smart alternatives to reduce the use of concrete and steel, and thereby offer the most attractive proposals. We nurture our customer relations and constantly monitor customer satisfaction.

Production focus

We want to do things **right**. Effective planning and utilizing everyone's individual knowledge and experience enables us to deliver quality in our work. Systematic work on continuous improvement optimizes our processes. We welcome feedback from our stakeholders as it encourages company development. We work to **minimize our environmental impact** by reducing emissions from our use of oils and fuels and decreasing noise and vibrations.

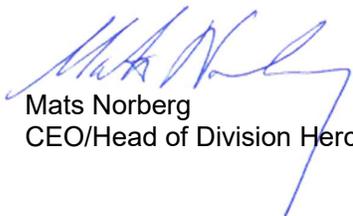
Focus on our employees

We put **safety first** and our vision is Zero Accidents. Our managers lead by example as they actively push for a safe working environment through their Manager's Safety Walks and encourage systematic work on risk assessments, work plans and reporting of observations, incidents, and accidents. In our projects each morning begins with the Daily Safety Briefing, which lays the foundation for a safe working day. We show that we care about each other by daring to speak up and take a Time Out if an action feels unsafe. The psycho-social working environment is just as important as the physical one. At Hercules we are inclusive and welcome differences; diversity makes us stronger.

Regular information, consultation, and collaboration between managers, employees and union representatives creates the commitment needed to achieve our goals.

Hercules' work procedures are described in the Business Management System. Following our system ensures that we work in line with this policy.

Solna, March 18, 2021



Mats Norberg
CEO/Head of Division Hercules