Group Work Environment Policy

Document owner	SVP People & Culture
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Applicability	Group

Group Work Environment Policy

1. Purpose

At Viaplay Group, our employees are our biggest asset. We have a "people first" approach, meaning that our people's well-being and success are our priority. This guides our daily operations and enables us to carry out our purpose; telling stories, touching lives and expanding worlds.

Taking systematic and proactive measures to promote and safeguard health and well-being in the workplace is an essential aspect of all our operations. We firmly believe that such efforts contribute to sustaining employee engagement and are essential for ensuring efficiency and high-quality outcomes in the work we deliver.

Preserving employees' health & safety is outlined in our Code of Conduct. This policy sets our approach in providing healthy & safe work environment in which hazards are eliminated, and work environment risks are reduced.

To safeguard the health and safety of all individuals, we maintain a zero-tolerance policy regarding the use of alcohol or illegal substances during working hours or in any situation where an employee is representing Viaplay Group. For more information, please see our "Guideline for Substance misuse".

2. Target Group

This group policy applies to all employees, of subsidiaries and entities in which Viaplay Group exercises decisive control (directly or indirectly) as well as contractors or individuals under the company's supervision. Work environment standards applicable to partners and suppliers are also covered in our Code of Conduct.

3. Definitions

The work environment encompasses all factors surrounding employees during their work, including both the physical work environment and the psychosocial work environment.

- **Physical work environment:** The psychosocial work environment refers to the nature and content of work, the manner in which work is organized, leadership practices, and the interpersonal and social conditions under which work is carried out. The organization recognizes the importance of these factors in promoting employee well-being and is committed to fostering a supportive, respectful, and inclusive work environment.

- **Psychosocial work environment:** The psychosocial work environment encompasses the nature and content of work, the organization and structuring of tasks, leadership practices, and the interpersonal and social conditions under which work is performed. A healthy psychosocial

work environment is characterized by the absence of discrimination, harassment, and inequality. It promotes work-life balance, supports flexible work arrangements, fosters collaboration and constructive communication, enhances positive social interactions, and ensures appropriate support during periods of organizational change. Viaplay Group is committed to maintaining and continuously improving these conditions to safeguard employee well-being and promote a positive workplace culture.

4. Processes

A healthy work environment is established through proactive and systematic efforts, characterized by active collaboration, clearly defined routines, and a structured distribution of responsibilities across Viaplay Group. Related questions are addressed proactively and systematically by:

- Following the International Labour Standards on Occupational Safety and Health and World Health's Organisation's relevant guidelines.
- Following relevant laws and regulations in each market.
- Monitoring, identifying, evaluating, and mitigating risks and hazards.
- Monitoring progress and assessing actions to ensure continuous learning and improvement.
- Identifying, evaluating and implementing innovative initiatives to promote work environment.
- Regular training and education related to work environment.
- Setting relevant targets and measuring performance.

These are some of the ways in which Viaplay Group promotes and supports a healthy & safe work environment:

- Employee Engagement Survey for all employees in Viaplay Group – through these frequent pulses, we regularly monitor the wellbeing of our employees. This allows us to identify possible health & safety risks and proactively handle those.
- Regular 1 to 1 between manager and employees. Employee Assistance Programme (EAP) - through these programs, employees can have conversations with professional psychologists, coaches, social workers, crisis-trained nurses and other professionals trained to provide guidance and support.

Comeback Program – a program that can be used proactively to prevent sick leave or support employees to return to work after illness.

5. Raising Concerns

At Viaplay Group we foster a culture of openness and accountability, encouraging all employees to report any concerns related to the work environment. All reports will be addressed fairly, confidentially, and with the utmost professionalism. Individuals are

assured that they can raise concerns without fear of retaliation or negative consequences.

Employees experiencing people-related or psychosocial work environment issues have several channels for raising concerns. These can be addressed through the employee's immediate line manager, the next-level manager, People & Culture, or the designated Work Environment Representative. Contact details and further information are available on ViaPLACE.

For issues involving severe misconduct that may violate applicable laws, constitute a crime, or pose a threat to public interest—such as cases of modern slavery—guidance is provided in Viaplay Group's Whistle-blower Directive.

Physical incidents, accidents, injuries, and actual or suspected events that may threaten the safety of individuals or the organisation should be reported using the 'Incident Form,' which is available on ViaPLACE and through the Service Desk.

For additional information or questions, People & Culture can be contacted.

6. Roles & Responsibilities

We all share responsibility for our work environment as we create it together. Work environment activities, task and responsibilities are dealt with an active collaboration across all Viaplay Group offices:

President & CEO*:*

- Ultimately legally responsible for the work environment on Group level.
- Ensures that operations comply with legal requirements for a safe and healthy work environment.
- Provides sufficient human and economic resources to carry out work environment initiatives.
- Distribute this responsibility to each country CEO and relevant functional Executive Vice Presidents ("EVP"s).

Country CEO & function´s EVPs:
- Responsible for implementing and maintaining a safe and healthy work environment within their respective markets or functions.
- Ensure all relevant work environment policies, procedures and legal requirements are met.
- Guarantee their respective markets/functions are correctly staffed to meet operational requirements and business objectives.
- Allocate adequate human and economic resources to support local and functional work environment initiatives.
- Monitor and report on local and functional work environment performance aspects.

- Collaborate with People & Culture, Facilities, Work Environment Committees, and Representatives to identify risks and drive continuous improvement.

Managers:

- Hold daily responsibility for their employee's work environment.
- Ensure that their employees are aware of and follow our work environment principles.
- Identify, evaluate, and mitigate associated risks and report related incidents to People & Culture.
- Conduct development dialogues, 1-1s with their employee and follow up on sick leave, taking measures to improve employees' health and well-being.

Facilities Department:

- Ensure premises are fit for purpose, safe, and secure.
- Manage health and safety risks associated with the use of facilities.
- Implement adequate emergency arrangements.
- Inspect, test, and maintain facilities, machinery, and equipment, including reporting and rectifying defects.
- Oversee the safe management of contractors working on premises.
- Manage insurance procedures.
- Conduct health and safety performance reviews and coordinate work environment assessment action plans when needed.

People & Culture:

- The SVP People & Culture owns and updates Viaplay Group Work Environment policy.
- Responsible for maintaining, updating, and ensuring the policy is properly published and enforced.

Work Environment Committees:

- Established based on the number of employees in each market.
- Comprise elected or self-nominated employees.
- Drive local work environment initiatives by assessing needs and preparing action plans.

Work Environment Representatives:

- Represent employees in matters related to the work environment.
- Monitor workplace conditions from an employee perspective.
- Act as the employer's partner in improving the working environment, e.g., by gathering employee feedback and suggestions.

- Elected by employees or self-nominated, depending on the location, and are part of the work environment committee.

Employees:

- Expected to comply with Viaplay Group's policies and ensure health and safety in their daily work.
- Help mitigate and prevent risks.
- Report incidents or events that may harm people or premises.
- Address work environment issues openly, especially during 1-1s and development dialogues.
- Participate in rehabilitation after sick leave.
- Contribute to a culture of zero tolerance for victimisation, harassment, discrimination, or unequal treatment, ensuring psychological well-being.

7. References

- Code of Conduct
- Group People Policy
- Group Sustainability Policy
- Group Risk Management Policy
- Group Security Directive
- Group Equality & Diversity Directive
- Group Non-discrimination and Anti-harassment Directive
- Group Whistle-blower Directive

8. Document History and Change Information

For more details about this Group Policy's document history and change information, see Appendix 1.

Appendix 1 - Document History and Change Information

Version	Revision Date	Change information
1	2021-09-21	Initial Group Policy.
2	2022-09-22	Minor edits. Changed information in Section 5 on raising concerns (whistleblowing).
3	2023-09-21	Inclusion of a section on Work Environment Committees and minor edits.
4	2024-09-01	Amended reference to Group Security team, added statement about substances and minor edits.
5	2025-09-30	Added responsibilities for Country CEO´s and EVP´s and editorial refinements across all sections to improve tone, language consistency and professional clarity. No substantive changes to policy content.