

PLACE OF WORK **POLICY**

Wherever Saab conducts operations, it must ensure a safe and secure work environment. This is equally important when ways of working regarding where work is conducted (on site or at home/remote) is changing in the future of work.

- At Saab, our focus is to deliver according to our customers' needs, short and long term. Where work is performed (on site or at home/remote) always needs to relate to what is best for the customer.
- The majority of Saab employees has their workplace / workspace at Saab.
- We are open to remote work / working from home, if and when possible.
- How and where we conduct work – at site or occasionally at home/remote – is dependent on line of work, and needs to be balanced against the ability for the individual, the team and the organization to be compliant and reach delivery targets.
- The manager responsible for the delivery also has the responsibility to plan for, and the mandate to decide, when work from home/remote work is possible.
- Decisions and ways of working regarding approving flexible solutions (working remote/at home) always has to be aligned with national labor-law and work environment legislations and local checklists etc. where applicable.



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Saab serves the global market with world-leading products, services and solutions within military defence and civil security. Saab has operations and employees on all continents around the world. Through innovative, collaborative and pragmatic thinking, Saab develops, adopts and improves new technology to meet customers' changing needs.

