

Sick leave in the company remains low and continues to hold steady at 2.9% (2.0). Our time-reporting system for registering sick leave provides us with the opportunity for early identification of employees who are experiencing work-related ill health. During the year, 13 employees (7) indicated that their absences were a consequence of conditions at work. Those who suffered workplace injuries with absence as a result are here. In addition, there is ill health as consequence of stress. We work continually with health-promoting and preventive activities for the purpose of preventing employees from suffering work-related injuries and ill health. We work in accordance with a structure similar to a “hierarchy of controls” in order to prevent and reduce the risk of injury.

Castellum has established targets for forward-looking occupational health and safety work:

- Short-term sick leave must be under 2%.
- Long-term sick leave must be under 3%.
- Zero workplace injuries and work-related illness among employees and suppliers.
- All managers must have undergone systematic occupational health and safety training for the purpose of possessing the knowledge required for the responsibility they have been delegated.
- Safety committee meetings must be held every three months.
- Psychosocial work environment issues must be followed up annually via questions in temperature measurements, which were introduced during the year. Targets for psychosocial issues will be followed up on in 2021.

Castellum has procedures for recording and investigating work-related illnesses in order to establish the underlying causes and to develop preventive strategies. Among our suppliers, 5 workplace injuries (4) resulting in absence were reported during the year. This yields an accident rate of 0.15 per 200,000 hours worked, which from an industry perspective can be considered low. The accident rate is defined as the number of workplace accidents that lead to absence on one or more workdays per 200,000 hours worked. No fatalities have occurred, which is why we did not divide fatalities according to workplace illness or workplace accidents, nor is any fatality rate reported.

Performance and career development review (GRI 404-3, Emp-Dev)

Performance and career development reviews are conducted on a regular basis to set individual goals and identify any needs for competence development. All employees are offered performance and career development reviews. In the course of 2021, 91% (93) of all employees took part in performance and career development reviews, of which 93% (89) were women and 89% (95) were men. Castellum does not break down performance and career development reviews by occupational category, as the company does not have access to this information at the individual level. The information may be developed in the next few years with a Group-wide HR system.

Sick leave, employees (GRI 403-10)

	2021			2020		
	Women	Men	Total	Women	Men	Total
Absenteeism, Castellum	3.3%	2.6%	2.9%	2.1%	2.0%	2.0%
Of which short-term sick leave	1.1%	1.1%	1.1%	0.8%	1.0%	0.9%
Of which long-term sick leave (counted after day 15)	2.2%	1.5%	1.8%	1.3%	1.0%	1.1%

Performance and career development review (GRI 404-3, Emp-Dev)

	2021			2020		
	Women	Men	Total	Women	Men	Total
Performance and career development reviews conducted (Emp-Dev)	93%	89%	91%	89%	95%	93%

Castellum does not break down performance and career development reviews by occupational category, as the company does not have access to this information. The information may be developed in the next few years with a Group-wide HR system.