

Health Policy

cBrain is an engineering company that develops standardised software for political institutions and organisations internationally. We mainly hire high performing, academically educated staff that matches our culture and DNA, which is described in our prospectus from 2006. Our people are our most valuable asset, and we therefore work actively to create and maintain a healthy working environment.

Policies

The statutory occupational working environment organization has the managerial participation of the HR director and has a particular focus on prevention and health.

A healthy balance between work and private life is a core value in cBrain. At the same time, it is a natural part of working life that periods of increased workload may occur, and our employees should expect shorter periods that can be demanding. We aim to manage such periods through clear prioritization, support, and dialogue, ensuring that busy times do not develop into stress. We believe that prevention and early intervention is key. Signs of stress (e.g., prolonged fatigue, difficulty concentrating, high absence) will be followed up by the immediate manager and/or HR in dialogue with the employee. The company may offer access to counseling, such as psychological support or other. Possible actions in cases of stress or other kinds of situations will always depend on the individual, specific situation.

We monitor sick leave and other indicators of employees' wellbeing in the workplace monthly. When irregularities in an employee's behaviour are detected, we encourage the employee to let us know which problems she or he is dealing with so that we can take preventive actions to help. By doing so, we can balance expectations and downsize the employee's workload if needed.

We offer all employees the opportunity to receive influenza, COVID-19 etc. vaccinations to protect against unnecessary sickness.

Smoking is only allowed in a limited outside area. We support and prefer non-smoking and offer employees the opportunity to receive financial support towards attending smoking cessation courses. When hiring new employees' non-smokers are preferable.

We provide all employees with the opportunity to enjoy a healthy lunch at work. Employees with allergies or specific dietarian needs are cared for.

We provide employees with the opportunity to conduct workouts during their working hours. This offer is to help employees with sedentary work to get exercise. Also, we financially support sport clubs among colleagues (such as badminton, basket, padel, running, climbing etc.).

We provide help to employees, who suffer from obesity, to engage in weight loss programmes as workout programmes, fitness, dietary advice, e.g.

Once a year an occupational therapist trains our employees how to work ergonomically correct to prevent work injuries.

The consumption of alcohol during working hours is generally not permitted. Exceptions may be made for special occasions (e.g., social events), but only with management approval. The company will always provide non-alcoholic alternatives to ensure inclusivity.

The company is committed to supporting employees facing alcohol-related challenges and may refer them to counseling or treatment options.

Log

Version	Date	Author	Description
1.0	2019.01.16	EJJ	Global health policy established, approved by board of directors
1.1	2025.09.22 2025.11.05	EJJ	Policy reviewed and updated by HR director and CFO. Approved by the board of directors