

## Work Environment Policy

The working environment in our company must be such that those who work with us do not suffer from ill health or injury as a result of their work, and that they can thrive and develop both professionally and as individuals.

Work environment management must permeate all decisions and activities. We do not accept any form of bullying or harassment in our workplace. Our working environment must be characterised by openness, and all individuals must be treated equally and with respect.

Applicable legislation in the area of the work environment is a bottom line for our work environment and we strive to continually improve our work environment both organisationally and socially as well as physically.

In our workplace, this means:

- that work environment management is a natural part of everything we do
- that work environment management is carried out in cooperation between employers, employees and safety representatives
- that managers and supervisors have/get the right knowledge, skills, resources and authority to be able to promote a good and safe working environment
- that all employees receive the introduction and training they need to work safely and healthily
- that we regularly, and in the event of changes, examine and risk assess our physical, organisational and social working environment in order to take the necessary measures to provide a safe and secure workplace
- that all incidents and accidents that occur are reported and investigated so that we can take action
- that we review our systematic work environment management annually
- that we have clear and visible leadership with respect and care for each employee
- that we implement collective protection measures that apply to everyone in the first instance, but that we also adapt requirements and conditions to the capabilities of each individual
- that we continuously strive to ensure that everyone receives training aimed at professional development and the promotion of a healthy working environment