

2025-02-01

Work environment policy

Purpose: Our goal is to create a safe, healthy and pleasant working environment for all employees. We strive to prevent work-related injuries and illnesses and to promote well-being and job satisfaction.

Responsibility: All employees have a responsibility to contribute to a safe work environment. The management of each company is responsible for providing resources and support to maintain and improve the work environment.

Risk assessment: Regular risk assessments should be carried out to identify and manage potential hazards in the work environment. Measures must be taken to minimise the risks and ensure a safe workplace. Our three largest identified risks are workload, forklift driving and driving on duty, which requires a special awareness among all employees and management in the work environment management.

Training and information: All employees should receive the necessary training and information about occupational safety and health risks and procedures. New employees must undergo an introductory training that includes work environment issues.

Workload: Tasks should be distributed evenly to avoid overload. Employees are encouraged to take regular breaks and use their vacation time to avoid burnout.

Ergonomics: Workplaces must be ergonomically designed to prevent musculoskeletal injuries. Employees must have access to ergonomic aids and training in how to use them.

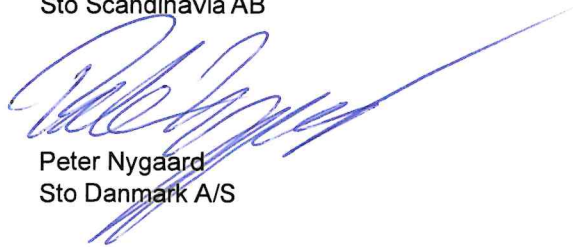
Psychosocial work environment: We strive to create a positive psychosocial work environment where all employees feel respected and valued. The company offers support and resources for managing stress and other psychosocial factors.

Follow-up and evaluation: Work environment management should be followed up and evaluated regularly to ensure that the policy is effective and up-to-date in accordance with applicable laws and best practices.

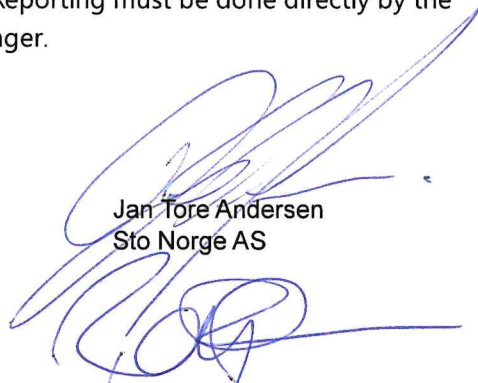
Incident reporting: All accidents and incidents should be reported immediately to allow for rapid response and prevention of future incidents. Reporting must be done directly by the employee or in dialogue with their immediate manager.



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