

 ZETTERBERGS PERSONALHANDBOK	Environment Environment policy	Kapitel	PH 5.1
		Blad	1(1)
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Work environment policy

The work environment in our business must be such that it promotes physical and mental well-being. Our employees must thrive and develop both professionally and as individuals. Work environment work must be permeate decisions that are made and activities that are carried out.

We work for inclusion and diversity, hence we have zero tolerance for bullying or harassment in our workplace. Our work environment must be characterized by openness and all individuals must be treated equally and with respect.

Current legislation in the work environment area is a lower limit for our work environment work and we strive to constantly improve our work environment both organizationally and socially as well as physically.

In our workplace, this means:

- That work environment work is a natural part of everything we do,
- That work environment work is done in collaboration between employers, employees and safety representatives,
- That managers and supervisors have/get the right knowledge, competence, resources and powers to work for a good and safe working environment,
- That all employees receive the introduction and training they need to be able to work safely and healthily,
- That we regularly, and in the event of changes, examine and risk assess our physical as well as our organizational and social work environment to be able to take the measures needed to create a safe and secure workplace,
- That all incidents and accidents that occur are reported and investigated so that we can take measures,
- That we annually follow up our systematic work, environment work,
- That we have a clear and visible leadership with respect and care for each employee,
- That we implement collective protective measures that suit everyone in the first instance, But we also adapt requirements and conditions according to each persons ability,
- That we continuously strive to ensure that everyone receives skills development aimed at professional development and promotes a healthy working environment.

Zetterbergs work environment policy is also available on the companys website and must be updated with the current edition after changes.