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Occupational Health and Safety

1. Introduction

Our vision is to be unbeatable as an employer for our employees, which we must achieve, among other things, by offering an attractive work environment. We want to create a strong and lasting relationship with our employees that is based on mutual respect and responsibility. A good and safe working environment increases customer satisfaction and profitability and is an important means of competition.

We work for a safe working environment for everyone, where requirements are set taking into account each employee's ability and development potential. We strive for high well-being, high commitment, good collaborations, high efficiency, and productivity that help the business achieve its goals.

2. Purpose and objective

The purpose is to provide safe and healthy working conditions to prevent work-related injuries and ill health, while we also ensure the safety of customers, suppliers, and other external stakeholders. A safe and good working environment is an important strategic issue for us. We want to create a physically and socially healthy and developing workplaces for all employees, where risks of occupational injuries and work-related ill health are prevented.

The goal of this guideline is to, in addition to creating the conditions for a safe and good work environment, also clarify how we view work environment work.

3. Targeted group

The guideline applies to all employees.

4. Systematic work

In order to live up to our guideline and our goals, we work systematically with the work environment and fire protection, which means that we regularly examine the work environment, evaluate risks, have established routines for managing and preventing the risks and follow up the work.

Our employees are guided in their work through our code of conduct, our values, this work environment guideline and our guidelines and routine descriptions. Applicable legal requirements are the basis for our routines and an absolute minimum for our work environment work.

Should there nevertheless be events that have not been captured or could not have been foreseen, there are routines for crisis management with readiness to establish plans and measures in the event of large and small events, internally and externally.

5. The work environment

For us, a good work environment means that together we strive for a good physical, social and organizational work environment that promotes good health in the short and long term and contributes to the development of employees and our operations. A good work environment must be characterized by respect for and trust in the individual. The work environment issues must be an integral part of daily operations.

The work includes the physical work environment with, for example, machines, vehicles, chemical products, fire risks, fall risks and ergonomic conditions. Equally important is that the social and organizational work environment is inclusive and healthy for everyone according to each individual's conditions.

Everyone in the business area is informed and trained continuously to ensure a good knowledge of the risks we have identified and the measures we have introduced.

6. Responsibility

The employer has the main responsibility for the work environment.

Managers must be supported by receiving training in areas where it is needed and by allocating resources (eg money, time and staff) to a sufficient extent for the work.

All employees have a work environment responsibility i.e. to follow safety precautions and observe appropriate precautions to help prevent accidents. All employees also have a responsibility to point out risks and shortcomings in the work environment to their immediate supervisor or through our system for incident and accident reporting. Where applicable, employees must actively participate in their rehabilitation and work adaptation.

7. Targets and action plans

In connection with the annual strategy and business planning, the work environment goals are reviewed, starting with the management and finally locally by managers and employees jointly. The work environment goals are decided by the management.

With the goals as a starting point, action plans are set which must include activities that promote health, eliminate hazards and reduce work environment risks.

8. Risk assessments

We make ongoing risk assessments, where e.g. protection and fire protection rounds are tools, and decide on measures with guidance of the action ladder: Eliminate risk factors, limit the risk through preventive measures and if this is not enough to protect employees with the help of personal protective equipment.

Employees are informed and trained as needed to ensure that any protective equipment is used correctly and maintained and stored correctly. Where necessary, we also review the measures required to protect customers and visitors.

The chemical risk sources we handle are listed in chemical lists where their hazardous properties appear. The management of the chemical risk sources is risk assessed and protective measures have been identified.

9. Evaluation

We conduct an annual evaluation of our systematic work environment work to identify areas for improvement. In the work of improving the working environment, safety representatives / work environment committees / safety committees are involved.

10. Reporting

All accidents, incidents and work-related illnesses are reported in our system for incident and accident reporting, and we strive to also report risk observations and improvement proposals. All reported events are investigated and remedied, as a step in the continuous improvement work.

Where required, reporting is made to the responsible authority.

11. Publication

The latest updated version of the guideline must always be available on the business area's intranet and in the management system. All employees in the business area are responsible for keeping up to date on the latest revised version.

The guideline is available to external stakeholders on our website and trade portal.

Head of HR is responsible for updating the guideline in the event of changes and that the guideline is reviewed annually. The guideline is decided by the management team.