

Work Environment Policy

This **Work Environment Policy** forms the foundation of our approach to occupational health and safety. We actively and systematically work to create well-being, engagement, and opportunities for personal development by ensuring that:

- We do not merely fulfill the authority's minimum requirements as set by work environment legislation and regulations, but we must also examine, and evaluate risks in the working environment, prevent accidents, eliminate hazards, reduce risks, and establish clear work environment objectives. Our work environment must be good, safe, and equal that everyone enjoys, wants to and is able to continue working until retirement. No form of harassment is tolerated.
- Management protects coworkers/employees from reprisals when reporting incidents, hazards, risks, or opportunities for improvement.
- Each employee is given responsibility, authority, and autonomy in their work. Along with relevant information and communication, we promote participation and engagement.
- The work environment must be characterized by respect and trust in each other in consultation and open dialogue.
- No one shall suffer ill health or damages due to ignorance or deficiencies in working environment. Active wellness and rehabilitation efforts shall be conducted when needed.
- Each employee is responsible for their own and other employee's health by complying with work environment rules and point out improvements, opportunities and deficiencies that shall lead to fast correction.
- Always improve working environment through employee suggestions, systematic work environment management, and audits.