

Work Environment Policy for the Rottneros Group

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Introduction and purpose

Within the Rottneros Group, the work environment is everyone's responsibility and a natural part of everything we do. We will constantly strive to improve the physical, social and organisational work environment.

Our systematic work environment management must be carried out in collaboration with our employees and safety representatives and aims to prevent accidents and ill health. We systematically analyse the work environment to identify and eliminate risks and other hazards for employees, contractors and visitors. Everyone who works in our workplaces should feel safe and reassured at work. Therefore, everyone has the right to stop work in progress if something is perceived as risky. We work safely or not at all.

Rottneros' vision is an accident-free, safe and secure workplace where no one suffers ill health or is injured at work. Our employees thrive and can develop both professionally and as individuals. Our work environment shall be characterised by openness where everyone is treated equally and with respect.

The current legislation in the field of occupational health and safety is a bottom line for our work environment management. We strive to continuously improve Rottneros' work environment, in terms of organisation and social and physical wellbeing.

Our commitments

In the area of the work environment, Rottneros' commitment means:

- Work environment management is a natural part of everything we do.
- We ensure a good work environment where everyone can thrive, feel reassured and perform well at work.
- We have a clear and visible leadership that demonstrates respect and care towards each and every employee.
- We are constantly working to prevent risks of ill health due to organisational and social conditions in the workplace.
- Managers and leaders have an important part to play as role models, always setting a good example, managing operations in a safe way and preventing ill health.
- We set annual work environment targets that we endeavour to achieve and preferably exceed, and we develop action plans for these targets that guide us in the right direction,
- Managers and supervisors have/obtain the right knowledge, skills, resources and qualifications to achieve a good and safe work environment.
- We get the induction and training we need to work safely.
- We continuously endeavour to ensure that everyone receives skills development aimed at professional growth and promoting a healthy work environment.
- Our work environment management is carried out in collaboration between the employer, employees and safety representatives.

- We work together to prevent accidents and ill health, by systematically identifying, evaluating and eliminating risks and other hazards to employees, contractors and visitors.
- We examine and risk-assess our physical, organisational and social work environment on a regular basis, or when changes are made, in order to take the necessary measures to create a safe and secure workplace,
- All accidents, incidents and risk observations are reported and investigated so that we can take measures and follow up.
- In the event of illness, we take the necessary measures to resolve the encountered situation.
- We implement collective protective measures that suit everyone, but we can also introduce specific protective measures based on individual requirements and needs.