


<b>Work Environment Policy</b> Arbetsmiljöpolicy		<b>02</b>	
Approved by: CEO	Created by: Finance Manager & Work Environment Manager	200921	
			Sid:1 (2)

Following policy has been established for Ahréns Åkeri AB, hereinafter referred to as “the company”

## Background

The company is actively working to create a socially, physically and mentally sound workplace for all employees by preventing the risk of workplace injuries and work-related ill health. The minimum requirement for the business is to comply in all respects with relevant laws, regulations, regulatory requirements and ensure that systematic environmental work is carried out.

Systematic work environment process involves investigating, preventing, implementing and monitoring actions.

## Purpose

The purpose of this working environment policy is to make it clear to the company's employees what the work environment process looks like within the company.

And also to prevent accidents and incidents based on to the company's systematic work environment process.

## Guidelines

Everyone in the company shall participate in the systematic working environment work by complying with the laws and regulations that are in the advice and the guidelines in the company's policies.

### *Working Environment*

Business shall be carried out in premises and trucks that are appropriate, functional, accessible and suitable for all. In a stimulating working environment, the individual can thrive and work effectively, which in the longer term reduces illness and injuries in the workplace.

### *Workload*

It is the employer's responsibility to ensure that employees do not have an unhealthy workload. The employer is also responsible for the employees knowing:


- what tasks are to be performed
- if there are specific ways in which the work is to be carried out and if so how
- what tasks are to be prioritised when the available time is insufficient for all tasks to be carried out

### *Working hours*

The employer is also responsible for ensuring that the scheduling of working hours does not lead to ill health. This is particularly important for night work, shift work, shared shifts and where the worker is on stand-by, as these factors pose health risks.

### *Wellness and rehabilitation*

All employees within the company have the right to wellness and is offer wellness benefits, but each employee has the ultimate responsibility for their own physical, mental and social health.

Work Environment Policy Arbetsmiljöpolicy		02		
Approved by: CEO	Created by: Finance Manager & Work Environment Manager	200921	Sid:2 (2)	

No one should have to suffer from ill health or injury due to ignorance or shortcomings in the work environment, but should this happen, the company has a rehabilitation process in place.

### ***Abusive discrimination***

The company does not tolerate any form of bullying or harassment in the workplace. In our working environment all individuals shall be treated equally and with respect.

### ***Safety Representative and Safety Committee***

The safety representative is elected by the employees and approved by the union. The safety representative must point out shortcomings in the working environment, participate in the planning of everything that has an impact on the working environment, participate in safety inspections and be informed of report of occupational injuries.

Safety representative and the Safety Committee represent employees in work environment issues and must work for a satisfactory work environment. All employees has the opportunity to submit improvement proposals.

### **Responsibility**

Management has an overall responsibility for the Safety Committee working with the working environment according to laws, regulations and set goals. Each manager is responsible for ensuring that employees comply with the existing laws and regulations and that working environment work is part of daily operations.

Each employee is responsible for complying with instructions and regulations and being alert to and immediately reporting any risks and threats to a good working environment. They shall also always use protective equipment and protective devices and comply with safety and procedural regulations.