



03 Work Environment Policy

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

Work Environment Policy

Background

The company actively strives to create a socially, physically, and mentally healthy workplace for all employees by preventing the risk of work-related injuries and ill-health. The minimum requirement for the operation is to, in all respects, adhere to current laws, regulations, authority requirements, and ensure that systematic work environment management is conducted as an integrated part of the regular operations.

The model for systematic work environment management is based on:

Plan – Implement – Follow up – Improve

The company works preventively and follows the planned Annual Plan.

Work environment management also includes gender equality, diversity, competence development, influence, responsibility, wellness, stress management, drug and substance abuse management, issues related to threats and violence, as well as organizational development.

Purpose

The purpose of this workplace policy is to clearly communicate to the company's employees how work environment management is structured within the company.

Guidelines

Everyone in the company should participate in systematic work environment management by adhering to the laws and regulations in the field, as well as the guidelines in the company's policies.

Work Environment

Operations should be conducted in premises and vehicles that are purposeful, functional, and adapted for everyone. By providing a stimulating work environment, individuals can thrive and function well, ultimately reducing ill-health and injuries in the workplace.

Knowledge

The employer should ensure that managers and supervisors have knowledge of how to prevent and manage risks in the physical and social work environment that may lead to ill-health.

Workload

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

- The tasks they are to perform
- The results to be achieved with the work
- If there are specific ways the work is to be performed and, if so, how
- Which tasks should be prioritized when available time is insufficient to complete all tasks
- Who to turn to for help and support in performing the work
- The authorities they have according to the points above

Working Hours

The employer is responsible for ensuring that the scheduling of working hours does not lead to ill-health. It is important to plan so that there is time for recovery, especially important in night work, shift work, split shifts, and situations where employees are expected to be constantly reachable, as these factors pose health risks.

Wellness and Rehabilitation

All employees within the company are entitled to wellness and are offered wellness benefits, but each individual has the ultimate responsibility for their own physical, mental, and social health. No one should suffer from ill-health or injury due to ignorance or deficiencies in the work environment. However, if this occurs, the company follows a predetermined rehabilitation plan.

Harassment and Sexual Harassment

The company does not tolerate any form of bullying or harassment in the workplace. In our work environment, all individuals should be treated equally and with respect. All employees are encouraged to report incidents, dangers, risks, and opportunities without any subsequent reprisals.

Accidents

In the event of accidents, the responsible manager should inform the Occupational Health and Safety Officer. Together, they create a Work Injury Report, which is sent to the Social Insurance Agency, and the Safety Representative is also informed.

Risks

We emphasize the importance of being aware of the potential risks associated with our operations, both on the roads and in connection with the terminals. It is crucial that all employees are vigilant to minimize the risk of incidents and accidents as much as possible. Below, some particularly risky moments that require extra attention are specified:

- Night work
- Traffic accidents
- Accidents along the roads
- Reversing
- Slippery road conditions
- Use of trucks
- Cargo handling
- Pedestrian traffic in terminal yards

By being aware of and actively managing these specific risk factors, we create a safer work environment for all employees and contribute to minimizing any potential negative consequences for our business and our employees.

Safety Representative and Safety Committee

The Safety Representative is elected by the employees and approved by the trade union. The Safety Representative should point out deficiencies in the work environment, participate in the planning of everything significant for the work environment, participate in safety rounds, safety inspections, and be informed about and sign work injury reports. The Safety Representative and the Safety Committee represent the employees in work environment matters and work for a satisfactory work environment. All employees have the opportunity and are encouraged to submit improvement suggestions.

Responsibility

The management has an overarching responsibility for the Safety Committee, which works with the work environment according to laws, regulations, and established goals. Each manager is responsible for ensuring that the employee follows existing laws and regulations and that work environment management is part of daily operations.

Each employee is responsible for following instructions and regulations, being aware of and immediately reporting any risks and threats to a good work environment. They should also always use protective equipment and safety devices available, as well as follow safety and order regulations. The Safety Representative and the Safety Committee represent the employees in work environment matters and work for a satisfactory work environment.



Utskrivet dokument är en kopia, kontrollera mot gällande dokument i dator.
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