



# Work environment policy

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## Basic outlook

The work environment and employees' occupational health is a strategically important issue for Vasakronan. A healthy and positive work environment where employees thrive and develop contributes to an effective organisation, high performance and Vasakronan's favourable earnings. Work environment and occupational health initiatives are conducted based on our values:

- Openness binds us together
- Enthusiasm drives us forward
- We get things done
- Fair and honest
- A holistic approach

## Vasakronan's work environment agenda means that

- We have a clear model for systematic work environment initiatives where the work method and responsibility allocation within the organisation is clear for everyone involved
- We strive for an active work environment where collaboration between employees, safety officers, managers and company management are characterised by an open climate, an efficient exchange of information and clear communication
- We train all managers to take personal responsibility for work environment issues, so that they can take an active responsibility for identifying risks and continuously improve the work environment
- We inform all employees about work environment issues to make them aware of the importance of the work environment and so that they understand the risks and their own responsibility in the work environment agenda
- We recognise the importance of mutual processes, clear roles and requirements as well as having clear goals for encouraging a good social and organisational work environment