

WORK ENVIRONMENT POLICY



At Sydmeko, we consider our staff to be the main contribution for a sustainable successful business. We prioritize our staff's well-being and strive to promote personal and professional development. With an open and positive atmosphere at the workplace, where everyone's voice counts, we want to encourage our employees to actively contribute to the company's continued development.

We focus on being a modern attractive workplace, so that we can secure the skills supply in the future. Staff safety is always vital!

We define the working environment as: "a stimulating environment where we enjoy spending time with colleagues every day and can perform our work tasks without jeopardizing physical or mental health."

We achieve our work environment by:

- Always having the working environment in focus when deciding on workplaces, working methods and developments, as well as purchasing work-related products and equipment.
- Always make decisions regarding the working environment together.
- Having no acceptance for bullying, discrimination and harassment at work.
- Having a responsible, fair and trustworthy leadership.
- Being respectful of each other and ensuring a positive climate and a good atmosphere at work with an open and straightforward communication in both directions.
- Focusing on LEAN methodology, continuous structured measurement and monitoring of work environment and methodology. Ensuring a healthy working environment and staff safety through good order and remedy, which reduces stress.
- Using risk analyzes as a natural tool in processes.
- Continuously educating us concerning work environment, legal requirements, regulations and safety tips, so that our working environment remains safe and secure.
- Always living up to and preferably surpass, laws and regulations regarding the working environment.
- Sharing responsibility for the company's performance and development. We act with good ethics both internally and externally.
- Offering a reasonable and competitive compensation.

Issued by:



Mats Harde, CEO

May 30th, 2018

Date



Approved by Sydmeko Board of Directors, May 30th, 2018.