

PERSONNEL POLICY

Our personnel are our most important asset and our personnel policy is based on the idea that our workplace should be characterized by commitment, empowerment, continuous development and a good working environment. Each employee should feel both joy and pride in his/her work and feel empowered. We want to generate the desire to learn and provide the opportunity for growth and development, both in career terms and as an individual.

We want all employees;

- to actively participate in the company's development
- to take responsibility for and contribute to a good working environment
- to develop in such way that it creates value for both the organization as for the individual
- to share their knowledge and experience
- to take responsibility for and contribute to the fulfillment of the company's approach, objectives and continuous development
- to follow the rules, policies, values and principles established within the company

It's the company's responsibility to ensure that;

- all employees have a clear understanding of their role, their objectives, powers, obligations and responsibilities
- all employees have a clear understanding of the company's objectives and expectations
- through information, workplace meetings and staff meetings provide the basis for participation, influence, development, interaction and feedback
- all employees through performance reviews are given the opportunity for personal development and feedback
- a working environment policy that contributes to a safe workplace and good working conditions

There is a Group-wide Code of Conduct which applies to all employees within Herenco and its wholly owned companies. Our values set the framework for how we conduct our business and communicate with each other and our customers. We all have a shared responsibility to ensure that the Code of Conduct is followed.