

## WORK ENVIRONMENT POLICY

A good and safe working environment is important for Emballator Mellerud AB (EMAB). For us, good health is an asset and prerequisite for our employees and our long-term development.

The objective of our approach is to create a physically, mentally, and socially healthy and stimulating workplace for all our employees. This means that we work actively to minimize the risk of occupational injuries and accidents, work for gender equality and antidiscrimination and to prevent harassment, and work with activities that directly promote employee health, job satisfaction, and efficiency.

Emballator Mellerud AB does not accept any form of abusive treatment. We must counteract discrimination and promote equal rights and opportunities regardless of gender, gender cross-gender identities or expressions, ethnicity, religion or other beliefs, disabilities, sexual orientation or age.

Equal opportunity for all and a well-off staff should characterize our work environment work.

It is the management's responsibility to ensure;

- that the policy is applied and its intentions are materialized
- that the work environment activities are conducted systematically and preventive through identification of risks, long-term planning and, if necessary, immediate actions so that we comfortably fulfill applicable laws and government regulations
- that the work environment activities are treated with openness and that all employees are given the opportunity to be active in the continuous improvement process

As an employee, you are expected to;

- comply with all applicable rules and instructions
- take personal responsibility for health and safety in the daily work and actively contribute to eliminate hazards and improve the working environment
- make visitors, entrepreneurs and other external resources aware of the policies, rules and approaches that apply at Emballator Mellerud AB

In addition to your employee responsibility, as manager you are expected to;

- take responsibility for identifying risks and continuously improve the work environment.
- ensure that employees are aware of the risks and have sufficient competens and information for work to be done safely and in a good working environment.
- take action and/or report to the superior manager if the policy is not complied with