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Occupational Health & Safety Policy

1 Introduction

The Business Area tools, supplies, workwear and PPE, (hereinafter “the Business Area”) strives to ensure a strong and enduring relationship with its employees based on mutual respect and taking responsibility. A good work environment makes for greater customer satisfaction and profitability and is an important competitive advantage and accordingly a key part of our strategy to become a genuinely sustainable enterprise. We strive to ensure a safe and inclusive work environment with high job satisfaction that encourages engagement, good teamwork, effectiveness and the development of both our enterprise and employees.

2 Scope and Purpose

The purpose is to meet applicable legal and other requirements on us, both internally and externally in contact with customers, suppliers and other external stakeholders; and to assure safe and healthy working conditions to prevent work-related injuries and health problems.

As an employer, we have ultimate responsibility for health and safety and working conditions in the workplace. Every employer should take all measures that are technically possible, organizationally motivated and financially defensible to prevent employee exposure to health problems and accidents at work. In order to be able to do this, we need to investigate, risk assess and monitor our health and safety management on a regular basis. This is called systematic occupational health and safety management.

3 Policy Aim

The aim of the policy is to clarify our intentions on how we view occupational health and safety in the Business Area and how we should pursue health and safety management. This work includes both physical, social and organizational health and safety.

4 The Work Environment

The Business Area is dependent on maintaining the confidence of the world around us. This covers everything from the local communities in which our stores trade, to customers, suppliers and other business partners. High ethical standards form the basis for confidence in our enterprise and its reputation. Business Area employees are guided in their work by a code of conduct, occupational health and safety policy, guidelines and how-to guides to procedures.

For us, good occupational health and safety management means that all of us together, do our utmost to ensure a good physical, social and organizational work environment that promotes good health in the short and long term, and contributes towards the development of our employees and enterprise.

A good work environment should be characterized by respect for and confidence in each individual. Within our Business Area, we view health and safety issues as an integral part of everyday operations. The same high demands we set when it comes to both quality and our enterprise should also apply to health and safety management.

Managers within the Business Area are expected to clearly feel their responsibility to their employees and allow scope for employee questions in their daily operations.

In association with annual strategy and business planning, managers and employees are to agree health and safety goals between them. These goals then act as the starting point for a plan of action to ensure we achieve them. This plan of action should include activities designed both to promote health, eliminate hazards and reduce work-related risks. It is important to allocate both time and resources for health and safety work.

We also perform an annual evaluation of our systematic occupational health and safety management and how we continuously strive to improve occupational health and safety management. General health and safety goals are established in consultation with health and safety committees and submitted to Business Area management for resolution on how we can improve health and safety via a general plan.

5 Target Groups

The policy applies to all employees in the Business Area.

6 Publication

The Business Area intranet and management system are always to have the most recently updated version of the policy available. All employees within the Business Area are responsible for ensuring they are fully updated on the latest version.

The policy is accessible to external stakeholders at our website and trading portal.

7 This Policy

The Head of HR is responsible for updating the policy in the event of changes and the policy is reviewed annually. For the "Date and Version" of the Business Area policy, please see page one of the document.