

# HULTAFORS GROUP

## Work Environment Policy

Sustainability is a natural part of what we offer and how we act.  
That's why ensuring a sustainable working environment  
is a priority for Hultafors Group.

Our aim is to grow people, and to secure that all employees  
have the pre-requisites to fulfil assignments and objectives.  
No employee should get injured at work,  
and all employees should have a good and healthy work environment.

**We use our competence to:**

- Create a sustainable working environment, by putting work environment as number one priority.
- We do not compromise on safety, and constantly strive to improve our operations.
- Involve employees in our work environment and improvement efforts.
- Create risk awareness. We do risk assessments, document risk and near misses. We work with preventive actions to mitigate risk for accidents at work.
- We grow people. We secure that managers and employees have good knowledge of risks, and work environment regulations, to secure that they have pre-requisites to fulfil assignments and objectives.
- Secure that our work environment is open and inclusive.  
All individuals should be treated equally and with respect. All employees shall be comfortable in their work environment and with their colleagues.
- Comply with all national and local regulatory requirements, and our Code of Conduct. We strive to exceed the legislation where it is reasonable, and we always at minimum fulfil the lowest level of either national legislation or the Code of Conduct.

Högsbo, Sweden 28 August 2019



Ole Kristian Jødahl  
Chief Executive Officer