



Instruction

7110E – Policy for Working Environment

- 0
Summary, responsibility, contents
- 0.1
Summary The instruction describes how the company works with the working environment.
- 0.2
Responsibility The Managing Director is responsible for the compliance of the instruction.
- 0.3
Contents 7110E Instruction 3 pages
- 1
General A good and safe working environment, both in terms of physical and mental environment is important for CHS Controls. The objective of environmental work is to create a physically, mentally and socially healthy and stimulating workplace for all employees.
- 2
Work methodology A good working environment is achieved by considering the health and safety of what we do, exercising leadership that promotes safety in various functions, create awareness that the behavior is crucial and that all accidents are preventable. The company formulates the work of environmental improvement efforts based on activities and follow up on these annually.
- The company places great emphasis on preventive work, which is done in close cooperation between management, employees and occupational health. We conduct annual safety inspections to identify improvement ideas. At the personal performance appraisal raised questions based on individual employee. Violations of any kind whatsoever shall be actively discouraged and followed up.
- Legislation and party agreements are minimum requirements. It is in the company's interest to maintain a higher standard than this.
- 3
Involvement of staff Each employee shall in their daily work to show personal responsibility for health and environment. It is for everyone to be alert and immediately report any risk or threat to a good working environment and the external environment. In every employee's responsibility also includes follow the instructions and procedures are established by the working environmental reasons.
- The company's offer for wellness initiatives stimulated and create opportunities for our people to take their health responsibilities.
- 4
Investments and changes At the initial investment, new construction or alterations or other changes in the business occupational health and environmental issues are to be discussed, examined the risks and consequences assessed in cooperation with employees. In this way, and will then be taken to the extent possible, prevent the negative effects and to minimize risks in the work environment and the external environment.



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Summary

To feel motivated at work is essential for good health. Every employee in the company should be given opportunities to

- be familiar with the objectives and vision
- understand its role and significance of their own work
- influence their work situation
- feel responsibility for their task and have the necessary powers
- develop their skills
- take its health responsibility
- feel secure in their relationship with management and colleagues.



Instruction – Edition review

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Amendments to this instruction affect the entire instruction. Revision of the instruction affects **all** pages, if an amendment is made on **any** page

Approved Revision	Description	Page	By
0	Original	1-3	HÅJ
1	Micael Hellström replaces Hans-Åke Jönsson	1-3	MHE