

SWAGELOK NORWAY AND SWAGELOK SWEDEN OCCUPATIONAL HEALTH AND SAFETY POLICY

DESCRIPTION

Swagelok Sweden and Swagelok Norway are committed to providing a safe and stimulating work environment that promotes the health, well-being and development of employees throughout the organization. We strive to maintain and further develop a culture where our values are kept and where all employees feel involved.

We follow Arbetsmiljölagen, Arbetsmiljöverket's and Arbeidstilsynet's regulations to ensure a solid basis for systematic Occupational Health and Safety (OHS) management.

IN THE CONCEPT OF OHS, WE INCLUDE:

- The psychosocial environment, meaning interactions between us and how work, our organization, and culture impacts employees
- Work processes and work organization
- Premises, equipment, furnishings, machinery and chemical products

We want to achieve:

- Physical, mental and social safety, health, and well-being for all associates
- Job satisfaction, community and development in an organization characterized by respect for one another, where no form of discrimination is accepted.
- Prevention of illness and accidents through active work with preventive and rehabilitative measures to reduce the risk of work-related sick leave

To achieve this:

- We consider OHS in all of our operations
- OHS management takes place in collaboration between employer, employees and safety representative
- We ensure that all employees have the right knowledge, skills and resources to create and work in a good and safe work environment
- We regularly examine and assess the risk of changes in our physical, organizational and social work environment

RESPONSIBILITY

The employer is responsible for the work environment and is obliged to take the preventive measures needed to minimize the risks of illness, accidents and work-related sick leave, as well as rehabilitative measures where illness exists.

The OHS responsibilities are distributed within the organization, where the closest leader with personnel responsibility is also responsible for the work environment. Leaders and the HSEQ department are responsible for the systematic OHS management within the organization.

All employees must show personal responsibility for contributing to a good work environment in their daily work. It is up to everyone not only to follow instructions and procedures, but also to be aware of threats to the work environment and to report risks.

Everyone works to ensure that victimization, harassment or bullying does not occur in our workplaces. Any risks should be reported either to the manager, channels within the quality system or to the safety representative. There should never be reprisals for those who report deviations or other misconduct in the workplace.

ORGANIZATION

Management must be open and clear in its communication and collaborate with employees in decisions that affect their work environment. By listening to our employees' opinions and needs, we can improve our structure and create a more efficient work process.

In the event of changes within the organization or activities, we make risk assessments where we evaluate the potential consequences on the work environment and take actions to prevent negative impact. A present leadership provides insight into associate engagement, performance and needs.

Management must ensure that employees have sufficient knowledge of physical and psychosocial risks in the workplace and measures to prevent them.

The safety representative is the employee's representative regarding OHS issues. This person must participate in risk analysis and investigations.

CULTURE

We promote a culture of inclusion, development and respect. All employees should feel involved in the development of the business and have the opportunity to contribute with their ideas. No form of discrimination is tolerated within the organization. Treating one person less favorably than another because of ethnicity, gender, sexual orientation, religion, age or disability is not according to law or our values.

We value and encourage social activities and collaboration between colleagues and work actively to promote team spirit. By encouraging open dialogue and collaboration, we create an environment where everyone can contribute their unique strengths.

PREMISES

We must ensure that our work premises and tools are ergonomically designed, well maintained and adapted to meet the needs of our employees. The premises should be a place where everyone feels safe and comfortable.

SUSTAINABLE WORK ENVIRONMENT

By following these guidelines and working together towards our common goals, we can create an inspiring and sustainable work environment where everyone can thrive and grow. We are committed to continuously evaluating and improving our work environment to ensure that the workplace remains a safe and productive place for everyone.

The organization works continually to improve the OHS management system to ensure that it maintains the high level that it strives for.

This policy is reviewed by management annually and revised as necessary.