 RU5.3 Policys Kvalitets- och miljöhandbok	Kapitel: 5. Ledningens ansvar	
	Utgåva 06	Sida 1 av 2
Framtagen av: Markus Wallin		
Fastställd av: Morten Kjaer		Datum: 2020-04-30

5.3e Global Health & Safety Policy

Purpose

A healthy and safe working environment is an important strategic commitment for HydraSpecma to achieve our business goals and meet our customers' expectations as well as to offer a safe and healthy work environment for our employees and create job satisfaction. The goal of HydraSpecma's operations and work environment is to live up to local regulations and standards and to secure a physically, mentally, organizationally and socially sound and developing workplace for all employees, where risks of work injury, unhealthy workload, abusive discrimination and other work-related risks are prevented.

Scope

The whole organization

Responsible


CEO

Routine for operating our business

HydraSpecma Group design, manufacture, assemble, distribute hoses, pipes, hydraulic components, hydraulic systems and lubrication systems with the objective to meet our customers highest expectations regarding quality and delivery. In order to achieve this we operate our business to very high standards and see our health & safety responsibility as a critical and strategic part of our development. To support this commitment all HydraSpecma businesses are required to manage our activities. All our employees are expected to act, as far as is reasonably practicable, to ensure that we will:

- At a minimum meet or exceed all health, safety and environmental laws and regulations in the countries where we operate and meet all the specific health & safety rules, requirements and procedures of HydraSpecma.
- Ensure that all employees understand their responsibilities and ways to improve performance relating to health, safety and environmental protection.
- Align company operations with good practices in workplace health, safety and environmental protection.
- Identify and address risk in our industrial operations and associated hazards to provide safe working conditions and prevent environmental impacts.
- Monitor work-related near misses, investigate root causes of any accidents or near miss, minimizing related hazards and finding better ways to avoid and reduce the number and severity of personal accidents and environmental incidents.
- Facilitate communication, co-operation, education and training to maximize the contribution of all employees to the achievement of high standards in health, safety and environmental matters.
- Require contractors and other visitors to comply with all relevant health, safety and environmental requirements when on HydraSpecma business.

Routine for maintaining a safe and healthy work environment

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HydraSpecma continuously evaluates the company's efforts in the work environment area in order to be able to make continuous improvements in daily work environment. The requirements of the work must be adapted to the conditions of our employees in both physical and mental terms. The company works actively to ensure that employees' tasks do not create unjustified workload. Measures to reduce workloads may include, for example, increasing staffing or trying to apply other ways of solving the tasks and being clear with expectations based on job descriptions and individual development discussions.

The employer must also prevent that work situations our behavior at the workplace create stress and mental illness for the employees. HydraSpecma takes actions on offensive behavior, discrimination, bullying and sexual harassment. It is our responsibility as an employer to secure that all employees are aware that we have no tolerance for such behavior and will take action accordingly.

To secure a safe work environment no employee should be under the influence of alcohol or drugs during working hours. All employees are obliged to immediately report to the manager or HR in order for the company to take the necessary measures if anyone is under the influence of alcohol or other drugs.

Monitoring and development of the working environment should form a natural part in all activities within the company. The employees should not only know what risks may be present, but also be able to avoid the risks and report to the manager, HR or safety representative in the event of physical, mental, organizational or social risks. Work environment problems must be solved in the workplace through continuous and close collaboration between management, employees, safety organization and when needed through collaboration with health care.

All employees have a work environment responsibility, for example by following the safety regulations and pointing out risks or deficiencies in the work environment, whether physical, mental, organizational or social deficiencies, for manager, HR or safety representative. In the case of bullying, discrimination, sexual harassment or abusive treatment, this is reported to the manager, HR or safety representative. Based on the specific case, appropriate measures are coordinated with HR. Privacy is applied and it is possible to remain anonymous.

Local differences and regulations to this policy may occur but should be considered as minimum requirements. It is in HydraSpecma's interest to maintain a higher standard than this. The CEO has overall responsibility for the work environment, but in order for the work environment work to have any effect, responsibilities and powers must be delegated and implemented in the line organization. The managers should coordinate and manage the ongoing work environment work and create a good and safe work environment through the participation and co-responsibility of the employees.


 Morten Kjaer
 CEO


 Markus Wallin
 COO