Ocab

Work Environment Policy Ocab Group

Ocab is a staff-intensive business that places great emphasis on well-being, commitment and respect for each other. At Ocab, all employees must work in a healthy and safe environment, both physically and psychosocially. We do not accept any form of bullying, harassment or discrimination, and we strive to ensure that all employees feel involved and able to influence the content of their work. Through continuous workplace meetings, employee surveys, regular performance appraisals and training and skills development initiatives, our culture is promoted and contributes to achieving our work environment goals. The company's management is responsible for and conducts the systematic management of work environment, which is also anchored throughout the organization through an integrated quality management system. The system helps us to regularly evaluate significant work environment aspects and ensure that our business complies with, monitors and follows up legislation.

The ultimate responsibility for the work environment, health and safety work rests with Ocab's management, which through the delegation of work environment tasks distributes the implementation of the work environment work to the business's managers and leaders.

Health and safety

At Ocab, no one should have to risk their health and safety because of the work. Our goal is to offer a working environment completely free from serious accidents and ill health. We create and maintain healthy workplaces by systematically eliminating risks in our operations and creating awareness among employees and external partners.

Everyone who works at our workplaces has the responsibility and mandate to pause ongoing work if risks or risky behaviours are detected. Every employee needs to take responsibility for the daily health and safety work by complying with current legislation and the safety instructions that are in place in the workplace, including reporting and remedying risks that arise at work.

Incidents must be reported directly to the manager concerned, after which follow-up and analysis of preventive measures are carried out.

Conclusion

At Ocab, we create good conditions and opportunities by:
- Systematically identifying, addressing and improving our work environment, health and safety.
- Integrating work environment management in all activities, in collaboration between employers, employees and safety representatives.

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- Carrying out risk assessments with a particular focus on changes in the business and risky work steps to reduce work environment risks and prevent work-related injuries and illnesses.
- Having managers and leaders with the right knowledge, skills, resources and authority to work for a safe and secure workplace.
- Providing all employees with information, instructions, training and protective equipment to create safety and provide the right conditions to prevent accidents and ill health at work.
- Providing tools for reporting risks in our business and expects all incidents to be reported, followed up and remediated without delay.
- Providing a whistleblower function that guarantees anonymity for the individual.
- Having employees who agree with Ocab's Code of Conduct.
- Complying with relevant legislation and regulations regarding occupational health and safety.
- Developing our management system to prevent accidents and ill health.
- Regularly following up on the activities and give feedback to the management teams within the framework of our systematic work environment management.

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