

<b>Category</b> Work Environment		<b>Subject</b> Work Environment		<b>Title</b> Work Environment Policy	
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## Work Environment Policy

Nordic MRO aim to have a work environment that prevents ill health or injury due to work. All employees should feel comfortable and able to develop both professionally and as individuals with us as an employer.

We do not accept any form of bullying or harassment in our workplace. Our work environment must be characterized by openness and all individuals should be treated equally and with respect.

We strive to continuously improve our work environment both organizationally and socially as well as physically. We are committed to:

- Develop the work environment work in collaboration between employer and employees.
- Give all employees the introduction and training they need to be able to work safely and healthily.
- Ensure that all incidents and accidents that occur are reported and investigated so that we can take corrective action.
- Create policies and procedures that suit everyone, to adapt the requirements and conditions to everyone's ability.

Actions that provokes bad behaviour and/or risk taking, or if someone chooses to ignore safety directions and warnings are matters that shall be reported to supervisor and managers. Supervisor and managers are obliged to take the matter further to the CEO, then actions will be decided based upon the severity. All supervisors and managers should always set a good example for employees and colleagues. Everyone has a responsibility to speak up if they witness anything that could be a risk in the work environment.

The employer will evaluate the situation. First step of action is a dialog between the employee and employer. After evaluation, the consequences are decided upon. In mild cases an oral warning will be given. More severe cases will result in a written warning or, in the most severe cases a dismissal. Severe cases are also examples of serious incidents, hence the employer is obliged to report to the Work Environment Authority (Arbetsmiljöverket).

We encourage our employees to take an active role in the development of our work environment in order to continuously improve. We at Nordic MRO believe that it is the responsibility of all of us to participate in this development, regardless of position in the company.