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WORK ENVIRONMENT POLICY

The Bergman & Beving Group provides the industrial and construction sectors in northern Europe with industrial consumables, industrial components and related services.

1. Introduction

The aim of this policy is to describe the Bergman & Beving Group's approach to its work environment and the approach that all Group employees are expected to follow.

2. Work Environment Policy

The Bergman & Beving Group's goal is to establish a sound work environment through employer-employee cooperation in order to be an attractive and competitive employer. A sound work environment is a prerequisite for outstanding performance and is therefore an important competitive tool and a strategic issue.

All work environment laws and requirements will be complied with in order to prevent injuries and illness. The company's work environment, which encompasses both physical and psychosocial factors, will be characterized by commitment, efficiency, an openness to change and responsibility.

The work environment will:

- be marked by dedicated management and a high level of competence in all positions
- be characterized by respect and confidence in one another and promote a drive to succeed
- ensure that the management of work environment issues and our work environment performance are continually improved
- create the conditions for top performance and personal and professional development
- encourage decentralized and personal responsibility for health and environmental consideration in daily work, for example, by complying with regulations, procedures and decisions

Bergman & Beving provides all of the Group's employees with equal opportunities regardless of gender, transgender identity or expression, ethnicity, religion or other beliefs, disabilities, sexual orientation or age. The Group tolerates neither discrimination nor harassment.

3. Organization and division of responsibility

The employer is responsible for the work environment and working conditions at the workplace. The employer will take measures that are technologically feasible, organizationally reasonable and financial justifiable to prevent its employees from becoming ill or being involved in an accident at work.

In the Bergman & Beving Group, responsibility for work environment issues and systematic work environment initiatives always rests with the individual Group company, with the ultimate responsibility assigned to the individual President. When necessary, the President then delegates specific work environment tasks to other senior executives in the company.

4. This Policy

The Bergman & Beving Group's Work Environment Policy is normally established by the Group Management once annually. The date of issue and version number of the policy are listed on the first page.

The most recently updated version/issue of the policy will always be available on Bergman & Beving's intranet InSight. All Group employees are responsible for keeping updated on the most recently revised version.