



QMA02.02 COMPANY OCCUPATIONAL, HEALTH & SAFETY POLICY (OH&S)

Scope

This policy:

- Applies to all employees in Rederi AB Älvtank
- Will endeavor to provide equal participation opportunities for all employees, including shift and part time employees;
- Includes all contract staff and volunteers working on Rederi AB Älvtank

Communication

Rederi AB Älvtank will ensure that:

- All employees take part of this policy during the induction process
- This policy is easily accessible by all members of the organization
- Employees are informed when a particular activity or change to worksite environment or practice aligns with this policy
- Employees are empowered to actively contribute and provide feedback to this policy
- Employees are notified of all changes to this policy.

Monitoring and review

Rederi AB älvttank review policy annually. This will be carried out by Managing Director

Effectiveness of the policy will be assessed through:

- Feedback from employees, the Health and Wellbeing Committee and management
- Review of the policy by management and committee to determine if all objectives have been met.

Policy

Rederi AB Älvtank strives for a safe, stimulated work environment, which is characterized of respect and trust in the individual. Our goal for the work environment is that it shall prevent any unhealthiness and absence due to lack in work conditions or work environment. An important part of this is to work preventive with health and wellness for all employees.



To achieve this, we shall:

- Work in a sound work environment.
- No blame and Juste culture
- Follow applicable work environment legislation and other recommendations concerning risks in the daily work environment.
- Establish a safe and suitable work environment for the employees.
- Give the employees possibilities and tools to affect their work environment.
- The aspects of work environment shall be considered in the management of change.
- Encourage employees to take responsibility for the daily work environment.
- Promote a company culture where the employees are challenged, develop and are given responsibility.
- The company promote innovations and own initiative from employees.
- Encourage the employees to educate themselves to achieve more effective work methods
- The company practice a STOP WORK policy, see [QMA02.12](#)

Our attitude to our colleagues, customers and our common work environment shall be always in a positive and developing manner.

It is important that Rederi AB Älvtank as employer, and You as employee take responsibility for the work environment and follow the company and its costumer's safety rules and policies.

Managing Director Rederi AB Älvtank

Christian Nilsson 2022-09-01

See QMP00.03 for document to be printed and posted onboard.