

Health and Safety Policy

Aim and objectives

The Diös health and safety policy aims to promote a healthy workplace with a good psycho-social and physical environment, where we abide by laws and regulatory requirements.

The objective is for all employees to contribute to the improvements and to meeting Diös' objectives in a positive and engaged manner. Diös' health and safety work aims to create a safe and inspiring workplace in which employees are motivated and constantly develop, leading to an improved ESI.

Responsibility and governance

Diös group management decides on the overall health and safety policy.

The CEO has the ultimate responsibility for the work environment and ensuring compliance with the policy. The CEO may delegate the responsibility for health and safety to managers within the organisation.

Health and safety must be an integral and systematic part of Diös' operations and managers have a particular responsibility to implement and monitor actions. A health and safety plan should be drawn up annually by the company.

Every employee is responsible for actively promoting health and safety in the workplace and has a personal responsibility for their own health and to contribute to a good atmosphere, good cooperation and well-being in the workplace.

Our health and safety policy means that:

- Health and safety work must be carried out systematically and preventively by monitoring legal and regulatory demands, identifying risks and by establishing short and long-term plans.
- We review our health and safety work annually.
- That our company objectives and approach are well-known to everybody in the organisation.
- Descriptions of roles and responsibilities for all positions, as well as the authorisation process, are available to all employees.
- Ensuring professional development is the responsibility of both managers and employees.
- When expansions, renovations or other changes happen in the organisation, health and safety issues will be raised, risks assessed, and consequences analysed in conjunction with the employees.

- We strive to create an open and honest atmosphere in the workplace and a workplace that is characterised by respect and mutual trust.
- Equality between men and women, in terms of working conditions and development opportunities, is a given. We promote diversity amongst our employees with regards to gender, age and ethnic background. No form of harassment, degrading or segregating treatment will be accepted.
- The results from our employee surveys will be foundational for improvements in Diös.

Follow-up and implementation

All managers with staff responsibility are responsible for ensuring that this policy is known and complied with within his/her department. All employees have access to the policy documents via the company intranet.