

Work environment policy

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Reviewed by:



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1 Purpose

This work environment policy aims to create a safe, healthy, and inspiring work environment for all employees. Svekon seeks to be an attractive employer that both retains and attracts new skilled employees. Through continuous improvements, we aim to create a secure, stimulating, healthy, and pleasant work environment where our employees have the opportunity to develop in their roles.

2 Content

2.1 Goals

- To ensure a safe and secure work environment that is free from accidents and health issues.
- To promote health and well-being among our employees.
- To comply with laws and regulations regarding occupational health and safety.
- To create an open, friendly, and respectful work climate.
- To actively work to minimize the risks of work-related injuries, accidents, and incidents.
- To combat any instances of degrading treatment, discrimination, and harassment.
- To be attentive to all forms of substance abuse.
- To regularly conduct development discussions with all employees.

2.2 Actions

- Conduct regular risk assessments of the work environment to identify and address potential hazards.
- Carry out regular surveys to identify and address potential risks and dangers.
- Offer training and information on safety, ergonomics, and health for all employees.
- Hold regular meetings to discuss workplace environment issues and gather feedback from employees.
- Ensure that workplaces are ergonomically designed to reduce the risk of strain injuries.
- Strive to distribute tasks so that no one is subjected to high levels of stress.
- Promote healthy lifestyles through activities such as group breakfasts, exercise, and stress management.

2.3 Monitoring and Evaluation

The work environment policy shall be reviewed annually to ensure that it is current and effective. Results from risk assessments and employee surveys shall be analyzed and followed up. The policy should be known to everyone at Svekon and be easily accessible on SharePoint.

3 Responsibility and Contact

- We are all responsible for our work environment. Together, we can create a workplace where everyone feels safe, respected, and motivated.
- Management is responsible for supporting and prioritizing workplace safety efforts and ensuring that resources are allocated for this purpose.
- Employees are responsible for actively participating in workplace safety efforts and reporting any deviations or risks. Deviations or risks should primarily be reported to the immediate supervisor.

4 Revision History

Date	Rev	Author(s)	Revised by	Comments
2013-10-21	1.0	P-O Gråd		First version
2024-09-18	2.0	Jessica Höglund	Martin Frisk	New template and updated content