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HEALTH AND SAFETY POLICY

We have a shared responsibility to promote a positive climate and a healthy culture within our work environment. The key to health and safety at work is a work environment in which people develop and contribute, and are seen as a prerequisite for conducting business with good quality and service for our customers.

AJ Products Group wants to be a safe workplace that gives employees the opportunity for meaningful work. We strive for our employees to be committed, to participate and take responsibility. AJ Products Group would like employees to be able to influence the company's development through their commitment and to make proposals for improvements that lead to a better working environment.

A generous attitude to skills development is essential for our employees to be able to meet customers' needs. Skills and tasks must match each other so that no one in the company has to work above or below their actual competence. We strive to distribute the tasks so that no one needs to be exposed to high stress levels.

AJ Products Group works strategically with its organisational and social work environment, with the aim of the annual employee survey showing continuous improvement. Employees' job satisfaction, commitment and pride in their work are important indices that are measured.

Managers have a central role to play in supporting employees in their jobs. Priority tasks for health and safety at work are to train and develop managers, to become even better at seeing and meeting each employee's individual needs.

The company's management conducts systematic health and safety work in accordance with current work environment legislation.

AJ Products Groups goal is to:

- promote a health and safety, and prevent the risk of accidents and illness due to physical, social and organisational conditions at work
- managers, supervisors and safety representatives must have the necessary knowledge to be able to carry out such work
- employees who have suffered an injury or illness must, as far as possible, regain their ability to work or be able to remain in work through adaptation and rehabilitation measures
- all incidents and occupational injuries/illnesses must be reported, investigated and followed up
- in the constant pursuance of cutting sickness rates and ill health