

Health and Safety Policy

Rototilt Group

Agreed and accepted by CEO, 16/12/2021

One of our overall business goals is to be a Great Place to Work. A healthy, safe, stimulating and sustainable workplace for all our employees.

In the long term, we shall strive to shape our work environment by employing an all-encompassing approach. We shall focus on measures to prevent accidents and ill-health, and we will never compromise when it comes to the safety of our employees, visitors or customers.

Maintaining an ongoing dialogue with our trade union partners is an equally important and central part of our systematic health and safety work. For this reason, we conduct regular collaborative meetings with our trade union partners, principally looking at proactive efforts where health and safety and the exchange of information are the main areas of focus. In addition to this, we also hold systematic and joint health and safety committee meetings.

Part of the role of the managers at Rototilt includes ensuring that the work environment is healthy, safe and nurturing, as well as being efficient. They have received their responsibility from their immediate superiors, and they shall raise any training requirements with their superiors. During the induction period for new employees, the immediate manager has a duty to provide them with information and training with regard to our policies, rules and procedures concerning the work environment.

In order to maintain levels of job satisfaction and engagement, as well as to identify early warning signals in potential problem areas, there shall be an ongoing dialogue between managers and employees. A formal employee appraisal is to be performed on an annual basis, where the manager and employee engage in a structured discussion concerning job satisfaction, well-being and personal development.

The employer has ultimate responsibility for the work environment, but each individual employee also has personal responsibility for safety, health and environment. This responsibility includes ensuring compliance with established policies, instructions and procedures, the use of personal protective equipment, and the reporting of any instances of non-compliance, risks or threats.

As a natural part of this systematic approach to the work environment, managers shall conduct the established work environment inspections – not only of the physical, but also of the organisational and social work environment. In the event of any changes in the business activities, risk assessments are to be performed in accordance with documented procedures.

The work environment shall constitute a natural element of our daily work, where reviews, ongoing improvements, and compliance with laws and other requirements shall be performed as a matter of course.

