

Policy of the working environment

A good and safe working environment is an important strategic issue for Inducont. The goal of our work environment is to create a physically, mentally and socially healthy and stimulating workplace for all employees. This is achieved by integrating health and safety in everything we do, encourage leadership that promotes safety at all levels, creating awareness that behaviour is critical and that all accidents are preventable. By Inducont wellness efforts, opportunities are stimulated and created for our employees to take their health responsibility. We continuously evaluate the company's efforts in occupational health in order to make continuous improvements in their daily work environment. All activities are covered by a system of safety management in accordance with the requirements of OHSAS 18001 standard. The three business areas, industry, industrial climbing, constructions and building and Inducont Internationals own contract work formulate the work targets for improvement, depending on their focus of activity. Emphasis is placed on preventive work, which is done in close cooperation between management, employees, safety organization and occupational health care.

Legislation and part agreements are minimum requirements. It lies in Induconts interest to maintain higher standards than this. Managers coordinate and drive the current work environment and create a good and safe working environment through the involvement and co-responsibility from employees.

To feel motivated at work is fundamental to good health. Every employee within Inducont will be given opportunities to:

- ◆ know the goals and vision
- ◆ understand their role and significance of their own work
- ◆ influence his or her work situation
- ◆ take responsibility for their task and have the necessary powers
- ◆ develop skills
- ◆ take his or her health responsibilities

Hudiksvall 2015-01-10



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