

WORK ENVIRONMENT.

AB Skånesten

THE WORK ENVIRONMENT should be good and safe so that all parties involved can feel secure and happy to work with us. Regardless of whether it concerns safety and regulations or psychosocial aspects, **AB Skånesten** must always follow the laws and regulations imposed on us and be humble and act responsibly in relation to fellow human beings.

SAFETY & RULES

Order in the workplace is important. AB Skånesten cleans and sorts leftover materials for disposal or recycling. We ensure that tools and machines do not get in the way of others or ourselves or in a position that could cause an accident. Our staff wears ID06 (identification) visible during the working day.

Personal protective equipment. AB Skånesten's staff always has the protective equipment required by the client or for that particular work step. This includes; high-visibility clothing (ISO 20471:2013), helmet, gloves, safety shoes (ISO 20345:2011), safety glasses, etc. For example, when cutting stone with a power cutter, a water tank is always used to reduce stone dust, and the person cutting always uses a protective mask and ear muffs.

Driver's license. AB Skånenesten's personnel who operate machines that require a driver's license must present these to BAS-U before work begins. The machines used at the workplace must be inspected at certain intervals.

Noise, Vibrations & Dust. When working on projects that generate noise, dust or vibrations, special commitments are taken into account. Examples of this include; Our staff are informed about the working hours at the workplace and that disruptive activities such as paddling or cutting stone are carried out between these times and, as far as possible, this is done in the middle of the day when residents in the area are at their respective workplaces to minimise disruption. We also take the necessary safety measures and ensure that staff have appropriate protective equipment for the work. When cutting concrete blocks with a power cutter, this is done in a selected position as far as possible. If there are residential buildings nearby and the wind is blowing in a direction towards the buildings, we position ourselves as far as possible so that the dust does NOT blow towards the residential buildings.

Smoking. Our staff only smoke in designated areas approved by our client. We never smoke indoors.

Ergonomics. AB Skånenesten cares about a good working environment for our employees, so we use machines and other lifting and hand tools to the extent we can to prevent wear and

tear and work injuries that can occur from heavy and unnatural lifting.

Subcontractors. Our subcontractors are always reviewed by us to ensure that they comply with the laws and regulations that apply in the market we work in. Furthermore, our subcontractors is informed of the safety and order rules that apply in the workplace and that these must be followed. If any deficiencies are found in our subcontractors, this is reported to our client and measures are taken immediately. If the subcontractor does not remedy the deficiencies, they must immediately leave the workplace.

PSYCHOSOCIAL WORK ENVIRONMENT

Alcohol and drugs are not allowed in the workplace. If a person is under the influence, this person must immediately leave the workplace.

We do not accept **bullying, offensive behavior** or **discrimination** of any kind.

We work for **equality and diversity**, which means that all people, regardless of gender, ethnicity or sexual orientation, are of equal value.

We do not accept **child labor**. This means that people under the age of 15 are not allowed to work with us. Young people under the age of 18 must be well taken care of and we must ensure that they feel safe and secure. We also have zero tolerance for child labor

when it comes to our suppliers, which is why we always require documentation and origin on, for example, the stone we buy.

We protect **fair employment conditions**, which is why we are members off **trade union SEKO**, which gives us the guidelines for maintaining, for example, a fair monthly salary.



Daniel Ingsten

19 April 2025, Helsingborg

Date & Place