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Environmental policy

We at **OFFECCT** believe that every company can and should take responsibility for making a difference, however low its emissions are.

In order to minimise its impact on the environment **OFFECCT** has implemented an approach that is permeated by its green work, and is characterised by sustainable development and constant testing of innovative new materials. We are seeking to develop products with a long life cycle that use recyclable materials so as to minimize their environmental impact, and are constantly seeking to minimize use of resources. This means better use of materials and energy.

Through constant improvements our company shall prevent and minimize any adverse impact on the environment caused by manufacturing processes, products, transportation and other activities. This means imposing requirements on ourselves and our subcontractors.

We at **OFFECCT** will:

Always take into consideration the environmental impact of any change.

Work actively on gradually replacing current materials with more eco-friendly ones.

Continuously and thoroughly monitor environmental research and development and thus create a state of preparedness within the company so as to be able to meet new and future requirements.

Stimulate and mobilize all our employees' creativity and commitment regarding environmental issues and thereby ensure that there are the skills and resources for successful environmental work.

Strive to eliminate use of materials and production processes that contain/involve substances harmful to the environment and health.

Seek design solutions involving minimum use of materials and apply a life cycle-based approach to our product and process development.

Think about the life cycle of our products, i.e. at the design stage we will take into consideration future reuse, dismantling and recycling of materials.

Impose requirements on and priorities suppliers who provide products and services in accordance with our environmental policy.

Seek to use transportation that is as eco-friendly as possible.

Adhere to current laws, ordinances and stipulations.

We at **OFFECCT** are also seeking to make our offices as green as possible. We will recycle materials and will use low-energy light bulbs and eco-friendly office materials, our company cars will be eco-friendly and business travel will be by public transport if possible.

OFFECCT is of course certified in accordance with ISO 14001. Every year we carry out structured and objective investigation of environmental considerations. Our environmental targets are drawn up on the basis of these considerations and are continuously measured.

Work-environment policy

Our objective is always to have a good physical, psychological and social work environment. The employer bears the chief responsibility for the work environment, but achievement of a successful work environment requires cooperation between employer and employees.

The employees and the employer shall seek to constantly improve the work environment, prevent industrial injuries, reduce work-related absence through sickness at an early stage and work actively on rehabilitation.

Every employee shall:

Know the aims of his work and understand his role in the organization

Have the necessary skills and the requisite authorization to carry out his assignments, and shall use and develop his skills.

Be given the opportunity to influence the content of his own work and the work environment.

Take personal responsibility for health and the environment.

Seek to prevent bullying.

Every manager shall:

Inform his staff of the current work-environment policy, the drugs and alcohol policy and the equality plan.

Immediately undertake measures if there are any signs of abuse or bullying.

Hold development discussions with his staff at least once every two years, though such discussions can be more frequent if necessary.

Actively seek to provide keep-fit measures and early rehabilitation.

Actively work on equality at the workplace.

OFFECCT AB

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