



Health and Safety Policy

About BoKlok

BoKlok builds affordable homes for ordinary people. We stand for honesty, transparency and consideration, and value our employees, customers, partners and the general public.

Our Health and Safety Policy is designed to enhance the physical, mental and social wellbeing of all employees.

BoKlok's Health and Safety Policy comes under the health and safety policies of Skanska AB and IKEA. Legislation and Party agreements are minimum requirements. It is in our joint interests to maintain an even higher standard than this.

Our Vision

BoKlok's vision is to be a front runner in health and safety for our employees and partners.

We believe that all risks and accidents can be foreseen and prevented, and we are working towards a target of zero accidents in the workplace. Preventative health and safety work is carried out in close contact with the management team, employees, the health and safety organisation and sub-contractors.

Our zero target is summarised in our motto *We work safely, or not at all.*

Responsibility

The overall responsibility for our safety work and safe workplaces lies in our organisational structure. Line managers are responsible for coordinating and supervising the day-to-day health and safety work. Line managers are also responsible for creating a safe workplace through employee participation and co-responsibility. But responsibility always starts with each and every one of us. Each employee, or employee of a partner working with or for us, will prioritise their own and their colleagues' health and safety before all else. To help them are managers and employees with expertise in health and safety.

Approach

Our approach to health and safety is characterised by:

- A clear and systematic structure
- A clear delegation of responsibility
- The creation of a strong health and safety culture in which all employees play a part
 - Enhancing the skills of our employees and partners
 - Informing all employees of our business strategy and vision
 - Measuring and monitoring observations, incidents and accidents.
 - Showing responsibility for customers, visitors and local residents at our workplaces.

Jonas Spangenberg

CEO, BoKlok Housing AB