



# Human Resources policy

## 1. Purpose and objective

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This Human Resources policy is a statement about Mobile Climate Control's (MCC) view on Human Resources and how we should act related to this issue. In addition to this group wide policy we have local company HR policies/hand books which deal with the below areas in more detail.

Our overall objective is to have well skilled, motivated and satisfied employees in secure physical and psychosocial environments.

## 2. Policy

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Our view on Human Resources is founded on our firm commitment to all individuals' equal values regardless disability, age, gender, sexual preferences, race, color, or ethnic belonging as well as each individual's freedom of association.

Our physical work environment should be free from injuries and designed in accordance with ergonomic considerations to minimize risks so that employees feel safe on our premises.

Our psychosocial work environment should be characterized by respect for individual integrity, differences and needs for development and appreciation. We do not accept any form of harassment or discrimination based on disability, age, gender, sexual preferences, race, color, or ethnic belonging.

Our workplaces should be free from alcohol and other drugs.

Employees are individually responsible for their own work environment. This obliges each employee to follow established rules and report any shortcomings in own and colleagues work environment.

Our work with Human Resources is based on our employees having an open mind and assuming ownership of the actual situation as well as working in accordance with our core values:

### Respect to build trust

- We comply with local legislation and regulations.
- We work in a systematic way and integrate the Human Resources work into our daily work.
- We consistently clarify our common and individual responsibilities and authorities.
- We have efficient systems of prevention, surveillance, measurement and evaluation.

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## **Innovation to assure development**

- We continuously gather information and increase our knowledge in Human Resource issues.
- We continuously and systematically improve aspects such as ergonomics, equipment safety and noise that can affect us in our daily work.
- We continuously strive to increase our common and individual competences.
- We respect personal information and handles it carefully.
- We prioritize good cooperation with our corporate healthcare provider and with our employees' union representatives.

## **Courage and Action to enable movement**

- We are persistent in our efforts to improve, develop and follow up our Human Resource activities.
- We conduct risk assessments to prevent the occurrence of occupational illness and accidents.
- We have the courage to continuously challenge our ways of working and thus extend the limits for what is possible to achieve.