

KMD POLICY

Working Environment

July 2020



KMD POLICY – WORKING ENVIRONMENT

KMD seeks to provide a safe and healthy working environment where its employees may thrive and enjoy working in a good physical and mental environment.

KMD wants to increase employee well-being by striving for a good balance between the challenges faced by each individual employee in his or her everyday life and the possibilities of meeting such challenges and the company's expectations.

The safe and healthy working environment is supported by a physical environment which is adjusted as conditions change to keep it up to date.

The working environment policy supplements the other HR policies and has a special focus on the following areas:

- _ Physical and mental working environment
- _ Smoking and substance abuse
- _ Bullying and sexual harassment
- _ Stress and burnout
- _ Health and sickness