



## Work-environment policy

At BYGGmax, we believe that a good physical, mental and social work environment is the basis for a developing and pleasant workplace, with secure and committed employees. Consequently, we believe it is vital to continuously evaluate the work environment at BYGGmax, monitor actions taken and goals in the work-environment area and continuously improve the work environment.

BYGGmax's goals regarding its systematic work environment effort are to:

- Prevent work-related ill health and accidents
- Strive for a good physical and psycho-social work environment

In our systematic work environment effort, we strive to handle work-environment issues in the line organization, and included as a natural part of the daily work. The President is responsible for the work environment effort and fire prevention in the organization. Each Store Manager is responsible for safety, fire safety and the work environment at his/her location. Work includes examining working conditions, assessing risks, enforcing preventive measures and monitoring the operation. To implement this work, it is vital that all BYGGmax managers attend courses in work environment, fire prevention and rehabilitation. To assist managers in this effort, written procedures, check-lists and forms are compiled in a work-environment folder at each facility, as well as in a folder on the company's joint server. The Store Managers report to the immediate Regional Manager. The Regional Manager is responsible for ensuring that the Store Managers participate in the above-mentioned courses in their region, and monitor compliance with the prepared procedures.

Store Managers must ensure that all employees have participated in established internal work environment and safety training and been given access to current rules and regulations, and strive to provide opportunities for employees to participate in the work-environment effort. The courses shall provide our employees with increased knowledge about the work environment, first aid, fire prevention and evacuation. To ensure that all employees have access to applicable rules, the Swedish Work Environment Authority's website must be available and accessible as a link from all BYGGmax stores' cash registers.