



Rimaster's Work Environment Policy

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A work environment characterized by open attitude and keen awareness, where leaders and managers open up a dialogue on common goals and visions, is a precondition for a positive organizational development in Rimaster

A safe, healthy and sustainable work environment can be achieved when:

- Global and local management includes work environment in regular strategy process and daily operations, report progress towards decided objectives, commit towards continual improvements and ensure clear communication
- All employees follow the laws and regulations, rules and common practice in the field of working environment
- All employees take a personal responsibility in the daily operations for a safe and secure work environment
- All employees assess possible risks as early as possible in regular safety inspections, emergency preparedness and risk analysis. Identified risks are addressed by the local safety committee and management group
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Arbetsmiljöpolicy

Det är viktigt för Rimaster att alla anställda är nöjda med sina arbetsförhållanden och att arbetsmiljön är säker och stabil. Arbetsmiljön måste vara säker, både när det gäller fysiska och psykosociala förhållanden, och ge möjligheter för samarbete, social interaktion och utveckling.

En arbetsmiljö präglad av öppen attityd och lyhördhet, där ledare och chefer öppnar för dialog om gemensamma mål och visioner, är en förutsättning för en positiv verksamhetsutveckling i Rimaster.

En hälsosam, säker och hållbar arbetsmiljö kan uppnås när:

- Global och lokal ledning inkluderar arbetsmiljö i den ordinarie strategiprocessen och i den dagliga verksamheten, rapporterar utveckling mot beslutade mål, engagerar sig i ständiga förbättringar och säkerställer tydlig kommunikation.
- Alla medarbetare följer lagar, förordningar, regler och gemensam praxis när det gäller arbetsmiljön.
- Alla medarbetare tar ett personligt ansvar i den dagliga verksamheten för en trygg och säker arbetsmiljö.
- Alla anställda påpekar eventuella risker så tidigt som möjligt vid skyddsronder, nödlägesbedömningar och riskanalyser. Identifierade risker hanteras av den lokala arbetsmiljöorganisationen och ledningsgruppen.
- Företaget arbetar proaktivt, bestämt och så aktivt som möjligt med anställda i behov av rehabilitering, för att säkerställa en snabb återhämtning och återgång till arbete.

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Polityka środowiska pracy

Istotnym dla Rimastera jest, aby wszyscy pracownicy mieli komfortowe warunki pracy i aby środowisko pracy było zdrowe i zrównoważone. Środowisko pracy powinno być bezpieczne, zarówno pod względem warunków fizycznych i psychospołecznych jak i powinno zapewnić równe szanse dla współpracy, interakcji społecznej i rozwoju.

Środowisko pracy charakteryzuje się otwartą postawą i świadomością, gdzie liderzy i menedżerowie otwierają się na dialog w celu osiągnięcia wspólnych celów i wizji, co jest warunkiem pozytywnego rozwoju organizacyjnego w firmie Rimaster.

Bezpieczne i zrównoważone środowisko pracy można osiągnąć, gdy:

- Globalne i lokalne zarządzanie obejmuje środowisko pracy w ramach regularnego procesu strategii i codziennych operacji, raportuje postępy w osiąganiu wyznaczonych celów, zobowiązuje się do ciągłych ulepszeń i zapewnia jasną komunikację.
- Wszyscy pracownicy przestrzegają przepisów, zasad i powszechnie stosowanych praktyk w zakresie środowiska pracy.
- Wszyscy pracownicy biorą osobistą odpowiedzialność w codziennej pracy za ochronę zdrowia i środowiska pracy.
- Wszyscy pracownicy potrafią umiejętnie identyfikować ewentualne zagrożenia tak wcześnie jak jest to możliwe. W przypadku zidentyfikowania ryzyka dalsze postępowanie zostanie określone przez komisję ds. bezpieczeństwa.
- Firma aktywnie wspiera pracowników, którzy potrzebują rehabilitacji w celu szybkiej regeneracji i powrotu do pracy.

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工作环境政策

对瑞马斯特来说，所有员工都在舒适的工作，同时工作环境是健康可持续发展的。工作环境必须是安全的，无论是在身体还是心理状况方面，并提供平等的合作、社交和发展机会。

一个有着开放态度和敏锐意识，且领导者和管理者在共同的目标和愿景基础上开展对话的工作环境，是瑞马斯特组织积极发展的前提条件。

一个健康可持续的工作环境在下述情况下能够实现：

- 全球和本地管理将工作环境包含在定期战略流程和日常运营中，报告实现既定目标的进度，致力于持续改进并确保清晰的沟通。
- 所有员工遵守工作环境领域的法规、规章和惯例。
- 所有员工在日常运营中为安全的工作环境负起个人的一份责任。
- 所有员工在定期检查中尽可能早地评估可能的风险（安全检查），进行应急准备和风险分析。确定的风险由当地安全委员会与管理层解决。
- 公司积极、坚定地需要康复的员工合作，确保其迅速恢复并重返工作岗位。

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Politika radnog okruženja

Od velikog je značaja za Rimaster da se svi zaposleni osećaju prijatno u radnom okruženju kao i da radna sredina bude zdrava i održiva. Radna sredina mora da bude sigurno okruženje koje doprinosi dobrom fizičkom i psihološkom stanju i da omogući podjednaku priliku za saradnju, socijalnu interakciju i razvoj.

Radno okruženje koje karakterišu otvorenost i osvešćenost, gde lideri i menadžeri pokreću dijalog o zajedničkim ciljevima i vizijama, preduslov su pozitivnog razvoja organizacije u okviru Rimastera.

Zdrava i održiva radna sredina može se ostvariti kada:

- Globalni i lokalni menadžement uključuje radno okruženje u regularni strateški proces i dnevne aktivnosti, izveštava o napretku po pitanju definisanih ciljeva, obavezuje se na kontinualna poboljšanja i osigurava jasnu komunikaciju.
- Svi zaposleni prate zakone, pravila i uobičajenu praksu u oblasti radne sredine.
- Svi zaposleni preuzimaju ličnu odgovornost u dnevnim aktivnostima radi ostvarivanja bezbednog i sigurnog radnog okruženja.
- Svi zaposleni učestvuju u proceni mogućih rizika što je pre moguće u redovnim sigurnosnim proverama, spremnosti u vanrednim situacijama i analizama rizika. Identifikovane rizike rešavaju lokalne bezbednosne jedinice i menadžment.
- Kompanija radi proaktivno, odlučno i što je moguće aktivnije sa zaposlenima koji imaju potrebu za rehabilitacijom, kako bi se osigurao brz oporavak i povratak na posao.

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