

# Work environment policy



## Introduction

Logent seeks to build strong and lasting relationships with its employees based on mutual respect, commitment, collaboration, loyalty, and trust. A healthy work environment increases customer satisfaction and profitability.

Logent's work environment management shall be continuously developed to ensure a safe, health-promoting, and secure workplace where we strive to prevent and minimise ill health, occupational injuries, accidents, and incidents.

## General Principles

### Values and ethics

At Logent, we care about our customers, our employees, our community, our environment, and our owners. Caring, Innovative, Trustworthy, Resolute are Logent's core values serving as guiding principles in our daily work. High ethical standards form the basis for the Group's trust and reputation. Group employees are guided by documents such as our Code of Conduct, Operational Excellence, Policies, and Procedures.

### Treating each other with respect and kindness

We do not discriminate against anyone, regardless of ethnicity, religion, political view, gender, age, national origin, language, sexual orientation, marital status, disability, or any other reason.

The Group does not tolerate any form of abuse, bullying, or other harassment of any employee or other party. This also includes sexual harassment, passive harassment, and other offensive behaviour towards anyone. Our work environment shall be characterised by openness, and all individuals shall be treated equally and with respect.

All work environment management shall be based on these values.

## Policy, Rules, and Procedures

Our work environment management shall have clear objectives, be organised, and constantly ongoing. Applicable work environment legislation sets the minimum standard for our work environment management, and we constantly endeavour to improve our work environment – organisationally, socially, and physically.

Logent's Work Environment Policy and procedures form the framework for all local work environment management.

Our systematic work environment management (SAM) shall be carried out at all Logent workplaces to ensure a healthy work environment and continuous work environment improvement efforts.

Work environment management also includes job modification and rehabilitation. Measures must be implemented early and in collaboration with the parties that need to be involved. The aim is for the employee to be able to return to their workplace as soon as possible.

Our employee surveys are an important tool in work environment management. The results of these are continuously monitored and, if necessary, concrete action plans are established.