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Chapter number and heading <b>1.3 Policy</b>
Document number and name <b>1.3.7 Health and safety policy</b>

GRK's goal is to provide a safe and healthy working environment for its own staff and for people working in shared workplaces. The goal is to have a low employee turnover, be a secure employer and to maintain good health and work ability for employees throughout their careers.

GRK's management creates the conditions for a positive and open safety culture by communicating the importance of safety, setting an example and taking human factors into account in all processes related to safety. The management addresses the development needs observed in the operations and develops the operations together with the personnel.

GRK has common rules for safety and the work environment and it is everyone's responsibility who works at GRK's workplaces (own staff and subcontractors) to comply with the rules and GRK's safety policy.

We comply with legal and statutory requirements regarding safety and health. Legislative and legislative amendments are regularly monitored and taken into account in the development of safety and work environment management.

All GRK staff are notified of the safety policy and this is also available to all employees. The safety policy lays the foundation for safe operations, goal fulfilment of safety objectives and development of safety work. Safety work and its development also take into account the safety, health and human factors information obtained from risk assessments and risk management.

The content of the safety policy is taken into account in the setting of safety objectives, planning, monitoring and reporting of safety work, and in the processing and communication of safety issues. At all levels of the organisation, staff should comply with this policy by communicating their responsibilities and obligations regarding safety and health and safety. It is the responsibility of the supervisors to provide an introduction to common instructions and working methods and to anchor these as well as follow up and monitor the work. The subcontractors are introduced to each construction site in how to work according to the GRK safety policy and its requirements.

GRK follows the mindset of 0 accidents in the business. All accidents, incidents and deviations that have occurred are also investigated and reported, taking into account underlying human factors. The events are communicated throughout the organisation and the information obtained is used to develop the operations.

GRK participates in the development of security by participating in various security projects and cooperating with other companies in the sector and with authorities.

GRK maintains and develops the work ability of employees in cooperation with occupational health care by drawing up annual surveys and action plans to monitor the well-being and health of personnel.



GRK requires equal and equal treatment regardless of gender, age, ethnic background, nationality, belief or other personal reason in accordance with the equality and non-discrimination plans.

GRK has a works council that meets twice a year. Shop stewards, occupational safety and health representatives/safety representatives and their deputies from each personnel group and the company's management are invited to the council in order to promote openness and cooperation.