

Work Environment Policy

Proton Group should be seen as a serious and attractive employer. Part of being an attractive employer is working on safety and the work environment for our employees.

A sustainable working environment
Creating a sustainable and good working environment and complying with applicable laws and agreements in this area is a joint concern for management and employees. The workplace should be safe, stimulating and characterised by respect for the individual. There should be a balance between responsibility, authority and resources. Every employee should be aware of the risks involved in their work through induction training and ongoing training and information in the workplace. Everyone has a personal responsibility for health and the working environment.

Every employee can influence their working environment by:
- Keeping things tidy – not exposing themselves and others to risks due to untidiness.
- Systematic maintenance – taking care of work tools and equipment and reporting anything that needs to be fixed.
- Right from me – taking personal responsibility and reporting deficiencies and deviations.
- Respect for people and the environment – prioritising health and safety as the basis for our decisions.
- Working with continuous improvement – finding more efficient methods and safer working practices through continuous dialogue between employees and management.

Systematic work environment management
Our systematic work environment management involves identifying, planning, addressing and following up on risks and improvements in our operations in order to reduce the number of risks, incidents and accidents.

Värnamo, Sweden, 2026-11-01 Mari Lundqvist, HR Manager David Gustafsson, CEO