

Work environment policy

People first, work life balance

Basic document information

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Background and target audience

The company's work environment policy is developed on behalf of the company's board of directors and is a document with guidelines regarding work environment factors. Everyone in the company is expected to follow the policy, both employees and board members.

Redpill Linpro provide products and services that help our customers to build the IT foundation for their digital transformation in the areas API & Integration, DevOps, and Cloud. As the leading Open Source service provider in the Nordics, Redpill Linpro always has a focus on openness. We firmly believe that we, as a company, can influence our employees through actively work with issues connected to their work environment.

Purpose

The goal of the company's work environment is to create a work place where everyone is included and can have their best journey with a sound work-life balance.

Guidelines

Management shall set clear work environment objectives that are communicated, followed up and revised regularly through yearly conducted employee meetings. As an aid for work environment the company provides employee handbooks, available for all employees. The handbooks cover, among other but not limited to:

- Laws and regulations
- Health care information
- Alcohol and drug policy
- Code of Conduct
- Guidelines
- Salary, vacation, benefit information

Responsibility

Redpill Linpro is actively working with issues connected to work environment in collaboration with employees and strives to meet and exceed the requirements set. Redpill Linpro shall, as a minimum, comply with applicable legal requirements with respect to its work environment.

Responsible for fulfillment and ultimately responsible for Redpill Linpro's work environment is the Managing Director of each Redpill Linpro company.

The work environment policy must be communicated to all employees within the company and it is the responsibility of each manager to ensure that this takes place within their own organization. It is also the responsibility of the manager to ensure that employees who are affected by specific goals, rules, routines or other receives adequate information.

It is the responsibility of each employee to follow the rules and procedures that the company has set up.

Continuous improvements

Our work environment require continuous improvements. Therefore:

- we base our decisions on facts and measurements
- we are continuously improving our work environment
- we do the right things at the right time and in the right way
- we work proactively to prevent problems and risks
- we engage employees and other stakeholders in the improvement efforts in order to increase employee satisfaction.