

Working environment policy for Danfoss in Denmark

Approved by Executive Committee– Hans Kirk

Language: en

1 Scope and field of application

This policy supports the Danfoss Vision and Values by establishing a mandatory working environment policy that shall be observed by all business units and factories in Denmark.

2 The working environment policy

The term ‘working environment’ is in this standard identical to ‘occupational health and safety’. A good working environment prevents that our employees get injured or become ill at work.

Therefore we will:

- Plan and perform all activities with regard to a safe and healthy working environment.
- Ensure that the working environment efforts primarily are of preventive nature and in accordance with the legislation at all times.
- Ensure that all Danfoss companies and factories in Denmark comply with the occupational health & safety management systems in accordance with OHSAS 18001 or DS/OHSAS 18001.

3 How will we do it

We will ensure that the working environment at Danfoss is on a level with the best companies in our business area, by:

- As a minimum complying with current laws and national or international agreements made, among these Global Compact and ILO conventions.
- Evaluating the results of our efforts annually in relation to the targets set, as well as setting new provocative targets in order to improve the working environment.
- Minimizing the negative impact of the working environment as much as possible as regards work accidents, ergonomics, psychological and physical influences.
- Promoting a company culture characterized by commitment, job satisfaction and well-being to improve the quality of life of the employees.
- Treatment of all employees with respect and dignity in an environment where there is no bullying or other negative treatment, and that no employees face discrimination because of their ethnic affiliation, sexual conviction, religion, sex etc.
- Developing accommodating workplaces based on social responsibility and keeping and integrating employees who have a reduced ability to work.

- Limiting the use of potentially harmful substances in the working environment and ensuring that the employees are protected against substances which can be harmful to health.
- Planning all work so that the employee is not unduly burdened.
- Ensuring that all machines, installations and systems are safe and comply with national and international regulations and standards.

4 References

[500B0574](#) Danfoss Environmental Policy

[500B0654](#) Environmental Management System

[500B0974](#) Social Responsibility Policy

Danfoss Vision

Danfoss Values

"The Business Charter for Sustainable Development", published by ICC in 1991, adopted by Danfoss the same year

"The Global Compact Initiative", published by the United Nations in 1999 and adopted by Danfoss 2002

[DS/OHSAS 18001](#), 2004: Occupational health and safety management systems

5 Changes in relation to previous issue

The standard is reworded. DS/OHSAS 18001 is added. Danish Statutory 923 is left out.