

Social and employee relations

As part of the execution of Roblon's ambitious growth strategy, it is imperative for us to be able to continuously attract and retain skilled staff. Roblon therefore have an active employee strategy focused on employee satisfaction, training, and skills development. Roblon continually strive to ensure that our working environment is attractive to current and future employees. Roblon aim to have a healthy workplace in which our employees find enjoyment in their work and feel satisfied and secure. Our working environment should be characterized by a spirit of mutual openness, initiative, tolerance, and cooperativeness, so that agreements and plans are respected. Roblon strives to be a workplace characterised by diversity and a culture of inclusion. Roblon opposes all forms of discrimination and treats all applicants and employees equally, regardless of gender, age, sexual preference, ethnic origin, handicaps, religion, etc.

Roblon realizes its policy by:

- having established a health and safety organizations and systems to ensure the documentation, implementation and maintenance of the occupational health and safety system.
- conducting regular internal audits and risks assessments to identify ways in which to optimize production processes and office workstations to improving the physical and mental working environment.
- having implemented systems for the registration and handling of accidents, near-misses, observations, and proposals to prevent occupational accidents.
- by taking methodical and prompt action when an employee is ill, we seek to make the employee feel secure and find a solution for the employee as early as possible, with due consideration for local regulations.
- having a system that monitors applicable laws and regulations to continually keeping up with and complying with existing and new occupational health and safety legislation.
- conducting employee satisfaction surveys and use the results in our ongoing efforts to enhance work satisfaction among our departments.
- using regular staff appraisals to focus on up-to-date job descriptions, competence evaluations and employee development.
- opposing all forms of discrimination and we treat all applicants and employees equally, regardless of gender, age, sexual preference, ethnic origin, handicaps, religion, etc. and having a culture that help individual employees exploit their potential and value human diversity
- having no tolerance for any form of bullying or harassment, including sexism.