

ORGANISATION AND EMPLOYEE DEVELOPMENT PLAN

At BJÖRCKS, we focus on our most valuable resource, our employees. Yearly education and individual development activities are vital in our way of managing the business. In order to ensure a systematic development, the year-plan is created.

Q1 FOCUS

- Björcks Code of Conduct, General overview
- Björcks Code of Conduct, Changes and news
- Björcks Code of Conduct, Organisational improvements
- Björcks Code of Conduct, Workshops

Q2 FOCUS

- Björcks CSR / Sustainability, General overview
- Björcks CSR / Sustainability, Business Ethics
- Björcks CSR / Sustainability, Environmental management
- Björcks CSR / Sustainability, Working conditions and human rights
- Björcks CSR / Sustainability, Workshops

Q3 FOCUS

- Björcks Health and Safety, General overview
- Björcks Health and Safety, Crises plan practice
- Björcks Health and Safety, Life-saving, HLR, strategies and practice
- Björcks Health and Safety, Workshops

Q4 FOCUS

- Björcks Caring for the Environment, General overview
- Björcks Caring for the Environment, Energy consumption and greenhouse gas emissions
- Björcks Caring for the Environment, Air quality
- Björcks Caring for the Environment, Natural resources management and waste reduction
- Björcks Caring for the Environment, Water quality and consumption
- Björcks Caring for the Environment, Chemical management
- Björcks Caring for the Environment, Workshops

WE SUCCEED BY SECURING THE RIGHT CAPABILITIES THROUGH:

- Yearly education and individual development activities
- Strengthen employee engagement through greater involvement
- Developing our competences through job rotation and on the job training programs
- Making Björcks an attractive workplace through focus on individual development, social responsibility, wellbeing and employer branding