❖ PERMASCAND

Operations policy

Permascand deliver competitive engineering and manufacturing solutions in the areas of; Electrochemical Process Technologies, Water Treatment Systems and Welded Equipment and Components. This comprehensive operations policy applies to all the company's activities and, along with our values, forms the basis for how Permascand and all employees relate to their environment and each other.

Our values are:

- Responsibility and Engagement
- Professionalism
- Value Creation

We will:

- always put safety first and work actively to prevent ill-health among our employees.
- identify and meet our customers' expectations on the products and services we deliver.
- actively work to reduce our environmental impact and prevent pollution.
- be an attractive workplace where the individual's development is the focus and offensive discrimination does not occur.

We achieve this by:

- work with continuous improvements in all parts of the business.
- develop clear goals and metrics which are regularly monitored and communicated.
- in each business activity work with transparency between all involved, take the support of the company's collective knowledge, and take personal responsibility for performance and good relations.
- have an open dialogue with our customers and suppliers on what we can develop and improve.
- quickly take action on deviations, complaints, and incidents as well as actively preventing that happening.
- follow up and implement the laws and regulatory requirements, as a minimum.
- strive to make our business in a sustainable perspective in which the conscious choice of subcontractors, resources and technology to provide a sustainable business.
- protection of employees' health, safety, well-being and job satisfaction.
- all employees should have concrete and independent tasks with clearly defined responsibilities and powers and individual development plans.
- communicate this policy to all employees and keep it available for customers and external stakeholders.
- management provides adequate resources to maintain and develop operating system function.

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Peter Lundström, CEO