



2018

WORK ENVIRONMENTAL POLICY

DFS strives to create and sustain an exemplary work environment for its employees. In order to accomplish this it is everyone's collective responsibility to live by and uphold our core values:

We find **joy** in what we do
We are always **reliable**
We value **service** above all
We are **passionate** about our work

The employees will always be the foundation of the company. A diverse, respectful, caring and reliable working environment is obligatory for this foundation to be as strong as possible.

At DFS everyone deserves equality of opportunity.

Petra Hansson, CEO

OUR RESPONSIBILITY

Always follow legislation and regulation concerning the work environment

Always treat everyone with respect

Never discriminate in regard to gender, sexual orientation, ethnicity, religious beliefs, political opinions, age or culture

Help each other when we are facing problems and issues

Make sure everyone has the possibility to make their voice heard

Strive for the individual's continuous development in the work place

Follow DFS internal Work Environment regulations

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Sweden's largest ship supplier
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24/7 Service +46 (0) 31-29 14 35
order@dfs-ab.se
www.dfs-ab.se