



Social and employee matters

Orskov Yard A/S is committed to fostering an inclusive and safe working environment, with respect for equality and labour rights. We do not accept discrimination based on gender, age, sexual orientation, disability, ethnic origin, or political beliefs. We prioritise dialogue, health, and safety through continuous improvements. We collaborate with national and local stakeholders and support initiatives that promote social development and well-being.

The policy is supported by an occupational health and safety policy.

Orskov Yard A/S is certified in accordance with ISO 45001.

Orskov Yard A/S realises its policy by:

- Maintaining a flat organisation that can make quick and qualified decisions.
- Continuously maintaining and developing our policies, management systems, and employee handbooks.
- Promoting cooperation in the company through work in a cooperation council, which consists of representatives from the employees and management.
- Ensuring that we have a well-functioning occupational health and safety organisation.
- Having a system that monitors applicable laws and regulations.
- Performing workplace assessments, internal audits, and risk assessments to find opportunities to improve the conditions for each individual employee.
- Conducting employee interviews focusing on employee well-being, competency evaluations, and employee and competency development.
- Ensuring that employees and business partners have information about, and are trained in, safety and correct execution of their work.
- Not accepting discrimination and making sure that diversity is part of the work culture and employee strategy, so that everyone is treated equally.
- Having zero tolerance for all forms of bullying or harassment.