



GMC

Personnel policy

It should be meaningful and safe working in GMC.

This requires that:

- The employees are defined as the company's main asset and their safety is our first priority.
- Employees must feel respected and appreciated.
- HSE mindset must be part of the execution of leadership.
- Organization, including HSE and QA, must be clearly defined and communicated.
- Employees show loyalty to the company, organization, colleagues, customers and suppliers.
- Training and competence building of staff is a key management responsibility.

To achieve this we must:

- Hold regular informational meetings about the company's situation and plans with regards to finances, safety, production, market prospects and personnel / expertise.
- Involve employees in change and development processes.
- Have a well-documented safety and quality system.
- Follow up all managers that HSE policies, personnel and quality policy is understood and followed.
- Have a positive basic attitude to all workers.
- Organize social action and social benefits for employees.
- Educate leaders in leadership and QHSE. QHSE system must be part of enterprise management.
- Hold performance appraisals / environmental studies at least once a year.
- Have an open, deliberate and fair wage determination

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