



FRØY

Mental Health Policy

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Mental Health Policy

Approved by: Chief Executive Officer

Executive party: Head of HR and Administration

POLICY

General

Frøy ASA, hereby referred to as Frøy, is devoted towards building a safe and responsible corporate culture. Frøy is to be an organization composed of devoted employees, towards the job we do and our coworkers. Frøy aims to facilitate an inclusive and welcoming culture, contributing to good spirits and community.

Purpose:

- At Frøy, coworkers care about each other. We are to talk with each other, not about each other.
- At Frøy, we are to work proactively towards a positive work environment and be inclusive and generous.
- All work we do at Frøy is to have high quality and a professional standard, completed with respect and humility towards customers, coworkers, and our surroundings.

Measures:

If there is a concern that one of our coworker face challenges in their daily lives, the line manager shall initiate a 1:1 meeting. HR or the Crew department shall be involved for advice and guidance. If one of our colleagues face personal challenges, help shall be offered in close cooperation with the employee and the local follow-up services. The follow-up service is a low-threshold public service for people with challenges in the field of substance abuse and psychiatry HR/crew department will also contribute to this work. In relation to sick leave, the line manager shall follow up the coworker, through dialogue in accordance with rules and regulations set in the Norwegian Working Environment Act.

All coworkers are to have at a minimum one performance review per year, held by the line manager. It is to be a natural part of the HMS/AMU/VMU meetings to bring up scenarios relevant to the work environment, or other topics related to drug use, gambling addiction and mental health.

Specific procedures are found in the safety control systems/personnel handbook.

At Frøy, we outline these responsibilities to support openness and dialogue:

Coworkers

- Are inclusive and caring with each other.
- Bring up challenges and difficulties to create a good and safe work environment.
- Contact line managers if private issues prevent an efficient working day.
- Contribute to the achievement of the team and company's goals.

Leaders

- Are responsible for initiating dialogue with coworkers who show signs of worry or anxiety.

- Are to act as role models, through complying with Frøy's core values,
- Are to be inclusive and caring with all employees,
- Know their employees,
- Give feedback and is available to their employees,
- Act professionally, and address problems quickly.