

Health Policy

cBrain is an engineering company that develops standardised software for political institutions and organisations internationally. We mainly hire high performing academically educated staff that matches our culture and DNA, which is described in our prospectus from 2006. Our people are our most valuable asset and we, therefore, work to create the best possible working environment.

Policies

The statutory occupational working environment organization has the managerial participation of the HR director and CFO and has a particular focus on prevention and health.

We monitor sick leave and other indicators of employees' wellbeing in the workplace on a monthly basis. When irregularities in an employee's behaviour is detected, we encourage the employee to let us know which problems she or he is dealing with so that we can take preventive actions to help. By doing so, we can balance expectations and downsize the employee's workload if needed.

Smoking is only allowed in a limited outside area, and we offer all employees the opportunity to receive financial support towards attending smoking cessation courses. When hiring new employees' non-smokers are preferable.

We are actively helping employees, who suffer from obesity, to engage in weight loss programmes as workout programmes, fitness, dietary advice, e.g.

We provide all employees with the opportunity to enjoy a healthy lunch at work. Employees with allergies or specific dietarian needs are cared for, so they also have the opportunity to receive a healthy diet.

We provide employees with the opportunity to conduct workouts during their working hours. This offer is, in particular, to help employees with sedentary work get exercise.

We offer all employees the opportunity to receive a massage session at work.

Once a year an occupational therapist shows our employees how to work in the right position so that work injuries can be avoided.

We offer all employees the opportunity to receive influenza vaccinations to prevent unnecessary sickness.

Log

Version	Date	Author	Description
1.0	2019.01.16	EJJ	Global health policy established, approved by board of directors

