



# Rimaster's HR Policy

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The collective and individual competences in the organization are crucial to ensure Rimaster's competitive advantage, both today and in the future. The human resources are thus an important condition for Rimaster's effectiveness and ability to develop

The best utilization of Rimaster's human resources can be achieved when:

- The employees engage in, and contribute to reaching, the company's goals
- The employees have the opportunity to develop their competences so that they can perform their work in a satisfactory manner
- The company encourage and support knowledge exchange between Rimaster's units
- The company and the employees work close together to develop a good working environment
- The company works actively with external partners to increase learning in the organization

### HR policy

Den gemensamma och individuella kompetensen i organisationen är avgörande för att säkerställa Rimasters konkurrensfördel, både nu och i framtiden. Våra medarbetare är därför en viktig förutsättning för Rimasters effektivitet och förmåga att utvecklas.

Vi tillvaratar bäst våra medarbetare när:

- De engagera sig i, och bidra till att uppfylla bolagets mål.
- De har möjlighet att utveckla sin kompetens så att de kan utföra sitt arbete på ett tillfredsställande sätt.
- Företaget uppmuntrar och stödjer kunskapsutbyte mellan våra enheter.
- Företaget och de anställda arbetar nära tillsammans för att utveckla en god arbetsmiljö.
- Företaget arbetar aktivt med externa partners för att öka lärande i organisationen.

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## Polityka HR

Kompetencje zbiorowe i indywidualne w organizacji są niezbędne do zapewnienia przewagi konkurencyjnej Rimastera, zarówno dziś jak i w przyszłości. Zasoby ludzkie są zatem ważnym czynnikiem pod względem efektywności oraz zdolności do rozwijania Rimastera.

Najlepsze wykorzystanie zasobów ludzkich firmy Rimaster osiągnąć można, gdy:

- Pracownicy angażują się i przyczyniają do realizacji celów firmy.
- Pracownicy mają możliwość podnoszenia swoich kwalifikacji zawodowych, tak aby mogli wykonywać swoją pracę jak najlepiej.
- Firma zachęca i wspiera wymianę wiedzy między jednostkami Rimastera.
- Firma i pracownicy blisko ze sobą współpracują, żeby stworzyć przyjazne środowisko pracy.
- Firma aktywnie współpracuje z partnerami zewnętrznymi w celu podnoszenia wiedzy w organizacji.

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### 人力资源政策

集体和个人能力在组织中是至关重要的，以确保瑞马斯特的竞争优势，无论是现在还是未来。人力资源因此是瑞马斯特高效和具备发展能力的重要条件。

瑞马斯特人力资源在下述情况能发挥最佳效用：

- 员工参与并为实现公司目标做出贡献。
- 员工有机会提高自己的能力，从而能够以令人满意的方式进行工作。
- 公司鼓励并支持瑞马斯特各单位之间的知识交流。
- 公司与员工紧密工作创造良好的工作环境。
- 公司积极与外部伙伴工作以增加组织的知识。

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