

Well-being

The goal is for all employees to have a high sense of well-being all the time. For Castellum, this is a matter of promoting health, well-being and improved productivity, and its operations being characterised by equal opportunity and diversity.

Castellum's commitment

We will promote health, wellness and productivity.

Core values provide guidance in daily life

Castellum's core values – the Castellum Spirit – provide guidance in day-to-day activities and various business situations concerning what is expected of an employee at the company, and how we should conduct ourselves towards each other in the company.

A flexible workplace

Work life as a whole is facing a revolution that Castellum intends to best meet through also practising change in its own operations. Issues of working remotely, flexibility and balance between work and leisure have been on the agenda for some time. When the pandemic broke out, the company introduced remote working for many employees, which it sees as an important supplement to the office going forward as well, especially to reduce commuting to work.

Castellum is part of a research partnership with KTH Royal Institute of Technology, RISE IVT, Gothenburg University and Scania, the purpose of which is to study how the lessons from the pandemic regarding flexible work can be transformed into best practice once the pandemic is over.

A workplace where everyone has high sense of well-being

Health and safety, as well as a positive work environment, are priorities at Castellum. The objective is a healthy workplace free of accidents. Using a structured approach, the company is working proactively to boost employee health, prevent risks and avoid work-related accidents.

Castellum takes care of its employees. The company continually conducts various wellness-related activities in the form of group exercise as well as interactive activities and challenges that encourage movement. All employees are offered a yearly wellness allowance of SEK 5,000 and regular health check-ups, as well as advantageous health care insurance for both employees and their respective families. Wellness activities are both preventative and rehabilitating, with the aim of promoting continued well-being.

Short-term sick leave at the company remains low, equivalent to 1.1% (0.9), of which 1.1% (0.8) for women and 1.1% (1.0) for men. Total sick leave remained low, at 2.9% (2.0). Castellum protects and supports employees, suppliers and contractors, and it is our responsibility that no one becomes ill, either physically or mentally, or is injured owing to their work. The company works routinely on developing and improving working environments within the entire Group. The occurrence of work-related injuries is very low, equivalent to 1.7 (1.2) injuries per 200,000 hours worked. Injury figures are low for Castellum's suppliers and contractors as well, with 11 (6) work-related injuries reported for the year.

Examples of workplace injuries among employees:

- Crush injuries
- Sprains and bone injuries
- Injuries sustained during the commute to and from work

Examples of workplace injuries among suppliers and contractors:

- Falls
- Cuts
- Broken bones
- Crush injuries
- Burns

Castellum's values

- Personal
- Proactive
- Passionate
- Reliable

Diversity and Equal Opportunity

For Castellum, it is important that its operations are characterised by equal opportunity, diversity and equal rights for all. By 2025, the company will have achieved a long-term gender equality balance in all positions and the share of coworkers with international backgrounds will have increased to 20% so as to reflect the actual composition of our communities over the long term.