

## QUALITY, HEALTH, SAFETY & ENVIRONMENTAL POLICY

The goal of our Quality, Health, Safety and Environment (QHSE) policy is to operate safely and responsibly, protecting both people and environment. By following the principles of sustainability, our aim is to guarantee sufficient resources also for the future generations. We are committed to continuously improve our actions in quality, environment, health and safety issues and in the wellbeing of our staff. We operate following ethic principles, laws and orders and the values of our company.

We measure our performance by various indicators, and we perform preventive, corrective and performance-developing actions in all the fields of our operations. Continual improvement is based on regular and systematic evaluation of risks and dangers and analyzing non-conforming occurrences. We communicate developments in our QHSE matters regularly and sustain open and confidential relations with our stakeholders.

The basis of our high-quality business activities is meeting the needs and expectations of our customers. We aim at that by delivering in time high quality products, that meet and exceed the needs of our customers. By continuously training our personnel and with development programs we increase the motivation and skills of our employees and take along whole of our staff to improve our performance.

We develop our products and services continuously. Together with our customers and companions we search solutions to products and methods that respond to the needs of the customers. Our aim is to make products, that are safe to use, support recycling, are based on life cycle expectations and therefore save the environment. We expect our chosen stakeholders to follow the same principles. That is monitored and observed by audits.

The continuous improving of our own processes includes

- High reliability of deliveries
- Meeting the quality expectations of the customer
- Decreasing the amount of waste by sorting and recycling
- Decreasing energy consumption and other environmental burden
- Zero work related accidents
- Zero tolerance to discrimination and unfair treatment
- Communicating openly with our employees and stakeholders

To avoid accidents and mishaps, we give safety training to our staff. We encourage proactive involvement of workers and continuously share information. We work closely together with our occupational health care provider and other companions to eliminate hazards and reduce OH&S risks. We are committed to openly communicate occupational health and work safety issues, making sure that protocols, instructions, and their results are available to our staff. We emphasize in our guidelines the responsibility of everyone in ensuring the safe and functional work community.

The management of our company is committed to follow the principals of QHSE policy and provides the resources needed for the realization of the policy.

Rauma 3.3.2020



Outi Laine, CEO