

OCCUPATIONAL HEALTH AND SAFETY POLICY

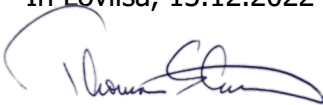
We want to offer our employees a safe, developing, and inspiring workplace. We strive to encourage our employees to manage their wellbeing through health-promoting measures. Our minimum obligation is to monitor national legislation and comply with internationally agreed principles. However, we do not compromise when it comes to health and safety issues.

Incidents resulting in injury cause unnecessary suffering for the person affected and a loss of productivity for the employer. For this reason, a safe working environment is strategically important for us. Our ultimate objective is a zero-accident workplace with no adverse health impacts, and we work towards this goal using continuous improvement principles.

In our operations, we focus on preventive measures, and on each employee's personal responsibility for their own safety. Responsibility for compliance with occupational safety rules applies to everyone throughout the entire line organisation, and department managers lead by example in occupational safety. All employees have the right and obligation to report hazardous situations, dangers, risks, and opportunities for improvement without fear of personal repercussions. The safety situation at the factory is monitored through regular safety walks attended by management. Occupational health and safety matters are part of the checklist in production, department, management, and Board meetings, and in other relevant situations.

We develop occupational safety in collaboration with our personnel. The basis of our development work comprises effective and objective risk assessment, safety observations, and contact from employees or other stakeholders, which we use to reduce hazards in the workplace and improve working conditions.

In Loviisa, 13.12.2022



Thomas Stendahl
Managing Director