



## OCCUPATIONAL HEALTH AND SAFETY POLICY

Health, safety, and well-being is paramount to Tapojärvi operations and values. We operate in heavy industry, with large machinery, in a variety of dynamic working environments and weather conditions, which challenges our safety work but also underlines its importance. We must stay committed to safety every day, providing safe and healthy working conditions to prevent work-related injuries and illnesses and to safeguard overall well-being of our employees. This policy sets out the principles for achieving those objectives and pursuing the zero accidents mindset.

### **Safety is our value**

Every employee has the right and the duty to do their job safely and return home healthy. By working together, we will develop better practices to improve safety at work and strengthen our safety culture. We do not compromise on health and safety, as we know that working safely means working in planned and efficient way.

### **Clear targets**

- We set measurable targets for health and safety performance and for the proactive work and follow-up those targets at every level of the organisation.
- The targets we set must be monitorable and well communicated so that everyone understands their role in achieving those targets.

### **Systematic approach**

- Our approach to safety is systematic and our safety management model defines clear responsibilities and preventive practices and emphasizes safety as everyone's responsibility.
- Risk assessments and work instructions are conducted for most jobs, and employees receive training to perform their work safely.
- We encourage our employees to engage in proactive safety work, following all guidelines, reporting any safety concerns to our observation system and to participate in safety briefings.
- Safety rounds, audits, and regular safety performance reporting are the means for maintaining our system – this responsibility belongs to everyone but specifically to line management.
- We investigate all serious incidents thoroughly, which allows us to learn from our mistakes, to rectify any shortcomings in our daily practices, and to continually improve our level of safety.
- We take into account our customers' safety goals and guidelines, as well as the safety of shared workplaces, in our operations.
- Similarly, we require our subcontractors to comply with our policies and procedures, receiving similar training as our own employees when needed.

## **Preventive Measures**

We prioritize preventive measures to minimize the risk of injuries and work-related illnesses originating from physical stress factors, noise and dusty exposures, chemicals and hazardous substances and other work conditions that we encounter daily. This means that we:

- Invest on safe machinery with advanced cabin features to protect against physical stress factors such as vibration and noise, and dusty exposures.
- Take ergonomics into account at an early stage in all processes, e.g. in the design of facilities and factory processes and in the procurement of machinery and equipment.
- Select ergonomic machines, equipment, and tools, and provide training on ergonomics, arrange work rotations where possible and promote maintaining good physical fitness in and outside of work.
- Provide personal protective equipment fit for the job, conduct risk assessments, and implement health follow-up controls when necessary.
- Monitor our employees' ability to work and respond to abnormalities identified in line with our early support model.
- Cooperate with occupational health to ensure a healthy and safe workplace, to prevent health hazards and harm, and to promote and monitor the health and working and functional capacity of workers throughout their careers.

*Approved by Management Team  
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