



HEALTH AND SAFETY POLICY

Peikko is committed to continually improving the health and safety of its employees and to preventing its visitors and contractors from having accidents on Peikko premises. We aim to excel in our occupational health and safety (OH&S) performance and achieve an accident-free working environment. This is accomplished by focusing on our way of working – by putting safety first.

To achieve this goal we will:

- ensure commitment from all employees and all levels of management
- comply with all statutory health and safety requirements
- provide sufficient resources to meet our safety obligations
- implement a risk management approach and safety initiatives that address priority issues, focus on early reporting of near misses, and reduce the potential of an incident occurring
- consult with employees about health and safety matters to identify ways of reducing safety risks and improving safety systems
- eliminate hazards and reduce OH&S risks by substituting them with less hazardous processes, operations, materials and equipment and by using engineering and administrative controls and adequate personal protective equipment
- educate and train employees so they can perform their work and activities safely on Peikko premises
- regularly monitor, review and report on health and safety performance against agreed targets
- regularly audit safety practices and the management system

The Health and Safety Policy of the company applies to all personnel and is communicated to all employees and made available to all interested parties.

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Topi Paananen
CEO, Peikko Group Corporation