



Kekkilä Group QEHS POLICY

(Q) quality, (E) environment, (H) health, (S) safety

Our QEHS policy describes our operating principles in quality, environment, health and safety matters. We follow it in all of our operating countries. The policy and its implementation are directed based on our management system, values, code of conduct and goals. Employees are involved in the process of continuous improvement. They contribute to developing the operations and are encouraged to make observations and improvement proposals.

Kekkilä Group's QEHS policy, to which the management and the whole personnel are committed:

- We follow local legislation and act accordingly
- Our products correspond with quality specifications agreed together with our customers
- We favour sustainable solutions in our product development
- We minimise the environmental impacts of our operations
- We are committed to constantly improving our operations
- The personnel are our most important resource and we focus on well-being at work
- We do not compromise on occupational safety

Quality – relying on continuous improvement

We address the diverse needs of our customers in order to ensure maximum customer loyalty and to be the most desired long-term partner to our key accounts. We base

our actions and attractiveness as a partner on our strong understanding of the end users of our products. We manage our operations so that we can anticipate our customers' needs. We consider responsibility and high product quality essential for continuing our business. We are constantly improving our operations and products proactively and innovatively. We set goals, measure our performance, immediately address customers' needs and take the necessary corrective and preventive measures. The products we deliver have been researched and they are safe and reliable.

Environmental responsibility

We are committed to environmental protection. We constantly monitor and reduce the environmental impacts of our operations based on the principles of continuous improvement. We prevent environmental degradation and monitor and reduce the environmental burden of our operations. We are a pioneer in responsible peat production and utilise the best possible technology (BAT) and practices in our peat production.

Occupational health and safety

We are committed to offering our employees, partners and visitors a safe, healthy working environment by using methods that prevent injuries and accidents and promote well-being at work. We utilise our guidelines and the competence of our personnel to identify and minimise risks and hazards. Our goal is zero accidents.

Our mission: Joy of growing

Our vision: The most trusted partner in growth

Our values: Together, trust, agility and focus