



Health & Safety, Environment and Energy (HSE)

We are committed to preventing harm while also enhancing the positive impact of our operations on the environment and its people for present and future generations.

HEALTH & SAFETY

We are responsible for the health and safety of workers on our premises. We involve workers and their representatives in our health and safety management system through consultation.

We ensure safe and healthy working conditions to prevent work-related injuries and illnesses. Risk assessments are carried out on a regular basis to eliminate hazards, reduce health and safety threats and identify areas for further improvement. Our machines and equipment are designed to operate safely and are inspected on set intervals. Hazardous substances are limited and handled with care. Workers are provided with clear safety instructions and personal protective equipment for their work. Superiors are responsible for implementing and maintaining good health, safety and environmental practices and leading by example. Continual trainings ensure to keep the awareness for health and safety standards on a high level.

ENVIRONMENT AND ENERGY

We protect nature and its limited resources by minimizing our environmental footprint in our day-to-day operations. We recognize the threat that the man-made climate crisis poses to the future of our planet. We have launched an initiative to achieve climate neutrality for our own and upstream operations by 2035, committing to provide products with zero carbon impact during their manufacture. Our science-based climate targets are in line with the 1.5° Paris Agreement and our CO2-roadmap aims to continuously reduce greenhouse gas emissions through four main measures:

1. Promote energy efficiency projects by design of product, processes or for procured equipment and services
2. Decarbonize our fossil-fueled processes by electrification or use of renewable gas
3. Expand generation, purchasing and storage of electricity from renewable energy sources
4. Enter new collaborations with suppliers to develop innovative carbon-free solutions

We recognize that responsible resource management is essential to sustainable production, following the entire product cycle from the limited use of all necessary resources such as production materials, water and land to the application of a waste prevention hierarchy (avoid, reduce, reuse and recycle). We manage harmful chemical substances by substituting or minimizing their use, and take proactive measures to prevent any permanent contamination of soil, water and air. As stewards of the environment, we are committed to preserving and promoting biodiversity in all our operations and endeavors, by the conservation of ecosystems, habitats and endangered species.

CONTINUAL IMPROVEMENT

Compliance with legal and regulatory requirements, standards and voluntary commitments is the basic prerequisite of our actions. From this base, we drive continual and continuous improvement of our integrated management systems and their performance. Top management sets annual objectives and targets and regularly reviews performance against these. They are responsible for ensuring the availability of information and providing the necessary resources. We offer all employees the opportunity to actively participate in the development of our HSE system. Employees are encouraged to make specific suggestions for improvement and are expected to take early action when deviations occur. We prepare and practice for emergencies and learn lessons from our accidents and incidents management. These are used to raise and improve our standards and are communicated to prevent recurrence. We regularly communicate HSE results and activities internally to promote continuous awareness.



**WE ARE COMMITTED TO ENSURE
A HEALTHY WORK ENVIRONMENT
AND TO DRIVE A
ZERO ACCIDENT CULTURE**