

OCCUPATIONAL HEALTH AND SAFETY POLICY

Loval's goal is to provide all employees with a safe, healthy, and well-being-promoting work environment. Given the nature of our operations, we make no compromises when it comes to occupational safety. In all our operations, we comply with at least Finnish legislation, official regulations, and internationally accepted principles of occupational safety and health. A safe workplace is built on proactive work, open cooperation, and the active participation of every employee.

1. OUR "SAFETY FIRST" PRINCIPLE

Our goal is to prevent accidents, work-related illnesses, and hazardous situations, and to promote the physical and mental well-being of our employees. We view the work environment and work methods as processes that are constantly evolving and subject to improvement. Every employee has the right and responsibility to work safely, use the necessary protective equipment, and report any hazards they observe.

The occupational health and safety policy is based on the nature of the organization's operations as well as on regular risk assessments, safety observations, and accident data. Based on these, we identify the occupational health and safety issues that have the most significant impact on the safety and well-being of our staff. Our OHS activities consider changes in the operating environment as well as the expectations of key stakeholders.

The policy applies to all personnel and, where applicable, contractors and visitors in all the company's operations and work environments.

2. MANAGEMENT SETS THE DIRECTION – EVERYONE PLAYS A PART

Senior management is responsible for ensuring that occupational health and safety activities are adequately resourced and guided. The company has appointed an occupational safety manager and an occupational safety committee, which coordinate occupational safety efforts, monitor the achievement of objectives, and develop operating procedures. Supervisors are responsible for ensuring safe working practices in their own operations and serve as role models for safe working practices. Every employee contributes to safety efforts through their own actions and by immediately reporting any deficiencies they observe.

3. WE FOCUS ON THE MOST SIGNIFICANT RISKS

We conduct regular risk assessments of the work environment and job tasks, and always when there are changes in operations. Risk assessments also cover ergonomics and other factors affecting well-being at work. Clear control measures, responsible persons, and timelines are defined for identified risks, and their implementation is monitored. In addition, we conduct safety rounds during which management and staff assess the safety of the work environment, and we maintain preparedness for emergencies and exceptional situations through up-to-date operating guidelines and regular drills.

For all investments, process changes, and the introduction of new work methods, we assess their safety impacts in advance. Risk management is an integral part of investment decisions, and changes are implemented only after the associated hazards have been identified, addressed, and control measures ensured.

4. WE INDUCT, TRAIN AND ENGAGE OUR PEOPLE

Every employee receives training on the company's safety guidelines, as well as on the risks associated with their specific job duties and the appropriate safety measures. Supervisors receive training on managing OHS. Visitors and contractors receive orientation before starting work.

5. SAFE TOOLS ARE THE BASIS OF OUR WORK

Tools, machinery, and equipment are inspected at regular intervals and in a documented manner. We ensure that tools, machinery, and equipment meet safety requirements and continuously improve their safety. All employees receive adequate guidance and training on the safe use of tools.

6. WE LEARN FROM ACCIDENTS AND PREVENT THEM FROM HAPPENING AGAIN

All accidents, hazardous situations, and near-misses must be reported immediately. Reporting is mandatory for all staff, and the person reporting will not be treated unfavorably. All reports are investigated, and corrective measures are agreed upon based on the identified root causes. The goal is continuous learning and the development of a safety culture.

7. SAFETY IS A TEAM EFFORT

We are committed to consulting with and involving our employees in occupational health and safety activities. We carry out OHS activities in close collaboration with staff, occupational safety and health representatives, occupational health services, and management, and we encourage open discussion and the submission of suggestions for improvement. Staff are provided with clear channels for feedback, initiatives, and reporting safety observations, and matters related to occupational safety and well-being at work are communicated regularly. Staff views are taken into account in the development of goals, operating practices, and policies.

8. WE SET GOALS AND CONTINUALLY IMPROVE

Each year, concrete, measurable, and time-bound goals are set for occupational health and safety work based on identified risks and key themes. Progress toward these goals is monitored regularly, and the results are used to continuously improve operations.

The goal is an accident-free workplace. Management sets annual targets to be monitored, such as accident frequency, absences, safety observations, and other key indicators. We analyze the results and continuously improve our operations based on them.

The OHS targets support the company's operations and strategic goals.

9. WE KEEP THE POLICY UP-TO-DATE AND ACCESSIBLE

The policy is approved by senior management. Approval is documented as a formal decision within the management system, and the policy is published in the IMS system.

The policy is reviewed at least annually and whenever there are significant changes in operations or circumstances. Compliance with the policy is monitored as part of occupational safety and health cooperation and management reviews.

The policy is owned by the Occupational Safety and Health Manager, who is responsible for maintaining the policy, keeping it up to date, and preparing it for management approval.

The policy is available in the IMS system and is reviewed during orientation. The key principles of the policy are presented to contractors and visitors as part of safety orientation.

In Lovjisa 15.06.2026



Thomas Stendahl
Managing Director