

Occupational Health and Safety policy

The goal of Temet Groups Occupational Health and Safety policy is safe work, continuous development to eliminate or reduce the risks of operations, products and services and to improve operations to increase safety. In addition, the aim is to ensure the smooth and continuous operation of the company. The focus of health and safety activities is preventive actions which are carried out in cooperation with both the personnel and other relevant key stakeholders. Preventive actions are aimed to minimize the occurrence of risks and possible adverse effects or weakening of health, both for our personnel, partners, the company's customers and other parties involved in the operations.

In order to achieve these goals, Temet commits to:

- Identify risks and opportunities related to health and safety work practices.
- Follow and comply legislation and its updates related to the occupational health and safety.
- Set goals and objectives for security activities.
- Develop processes to measure and achieve objectives.
- Maintain and update the rescue plans, which describes safety operations of facilities.
- Require personnel to follow and consider, the content of the rescue plan and work instructions.
- Engage and encourage personnel to work to improve safety aspects.
- Provide adequate resources, equipment and training for personnel at all levels to fulfil their responsibilities in relation to health and safety work practices and activities.
- Maintain emergency, fire and safety systems and equipment to protect people, the environment and property.
- Ensure that personnel, partners and visitors who work on or use company premises operate in a manner that meets the organization's occupational health and safety obligations and requirements.
- Maintain a system for reporting safety observations, near miss situations and accidents.
- Report to management on serious workplace hazards, reported incidents, and corrective/preventive actions taken.
- Audit security factors in internal and external audits.
- Listen and involve personnel and their representatives in decision- making matters related to occupational health, safety and well-being.

Management commits to ensure that the Occupational Health and Safety policy is understood, implemented and maintained at all levels of the organization.

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