

ISKU HEALTH AND SAFETY POLICY

Isku Group companies (Isku Interior Oy, Isku Koti Oy, Isku-Yhtymä Oy and Isku Invest Oy) are committed to ensuring the health, safety and well-being of our personnel and partners in our business. We are committed to developing and improving our working environments and working conditions in order to prevent work related accidents and health risks in advance.

Our aim is to prevent burnout and occupational and work related illnesses. Our key objective is to prevent accidents. We aim to ensure a safe and healthy working environment, taking into account equipment, tools and working practices. We pay attention to guidelines related to safety and health, as well as to work instruction. Safe and healthy work supports health and promotes work ability. We particularly invest in preventive maintenance and promotion of work capacity. We also aim to enhance the daily well-being of our employees.

In risk management, we follow our risk management plan to identify health and safety risks. We involve our employees in conducting risk assessments. In our factory, appropriate workwear, safety shoes, ear protection and necessary safety glasses are used. When the health situation requires, we also use hand sanitizer, respiratory masks and face masks. If hazards cannot be fully eliminated, our workers have access to all necessary protective equipment to prevent any adverse effects. Employee representatives are involved in the development of health, safety and well-being at work.

We maintain emergency preparedness, which includes first aid training, first aid equipment, emergency instructions and maintaining awareness. We carry out regular emergency drills. We set annual targets for safety observations. We report and investigate workplace accidents and incidents, identify probable causes and seek to learn from high-risk incidents to prevent their recurrence.

Identifying training needs is part of development discussions and part of the day-to-day work of supervisors. The effectiveness and motivation of the work community are also assessed annually through a personnel survey.

Lahti, 11 March 2024



Seppo Vikström
Chair of the Board of Directors
Isku-Yhtymä Oy



Mikko Hämäläinen
CEO of Isku Group

Safety first.

Safety concerns
every ISKU
employee.

Every accident at
work can be
prevented.

Open and confidential
atmosphere improves
occupational safety.

Cleanliness and
orderliness are the
foundation of
occupational safety.

Safety audits are
conducted
consistently.