



## Health and safety policy

### 1 Purpose and scope

The Health and safety policy (the “H&S Policy”) describes the main principles and rules followed by Outokumpu Group in relation to occupational health and safety (H&S) management.

### 2 Applicability

This H&S Policy must be followed globally by all Outokumpu sites and its business partners, including employees, on-site contractors, subcontractors, and visitors.

### 3 Main Principles

- Health and Safety (H&S) are integral parts of Outokumpu operations and decision making having a central role in Outokumpu’s vision, strategies, and planning.
- We aim for H&S excellence with implemented, standardized, and disciplined H&S management practices and ambitious objectives.
- Our goal is to prevent all workplace injuries and occupational ill health by eliminating and minimizing H&S risks, raising awareness, and developing a positive culture.
- H&S are the highest priorities within Outokumpu and all Outokumpu employees and business partners are responsible for ensuring H&S is treated as such.
- All Outokumpu employees and contractors operate safely always.

### 4 Our commitment and vision

We are committed to providing a healthy and safe working environment for everyone at our workplaces - employees, contractors and visitors. Outokumpu expects its business partners, contractors, subcontractors and suppliers to follow these high standards. Supporting the H&S Policy, the Code of Conduct defines the ethical standards which Outokumpu follows.

Our vision is to prevent all accidents and ill health, promote well-being at our workplaces and minimize sickness absence.

Our focus is on preventive actions, and we actively seek opportunities to improve H&S at our workplaces.

If injuries occur despite the preventive actions, we react immediately with standardized reporting procedures, action plans and information sharing to prevent similar incidents everywhere around Outokumpu sites. Improvements on the working environment, occupational hygiene and occupational health activities prevent occupational diseases and endorse the well-being of everyone at our sites.

We understand employee communications and consultation are essential and by involving and developing people in safety activities, employees will be able to perform at their best and improve the overall safety culture.

#### **4.1 Objectives and performance**

We base our H&S management systems on the requirements of international management system standards and have created our H&S management processes which comply with them. We are continuously renewing our targets and development plans and aiming towards excellence in occupational health and safety.

We are aiming to achieve our vision by eliminating and minimizing risks to health and safety, identifying opportunities for further development, raising awareness and developing culture by standardized and implemented H&S management system. Our H&S objectives are set based on the observed risks and opportunities. Regular meetings are arranged to determine objectives and opportunities to reduce and eliminate the risks. Objectives and plans are reviewed regularly to achieve the objectives.

Risk assessment is the cornerstone in the development of our safe operating procedures. Hazards are observed, and risks are identified, registered and assessed with actions taken to minimize the impact of the risks to employees. Also, safety observations and good practices are considered when planning the development and action plans. Anyone can participate in registering hazards and positive observations, which are then managed in a systematic way. The best innovations and achievements within the company will be awarded.

H&S performance is monitored, measured, analyzed, and evaluated regularly. We use both leading (preventive) and lagging (reactive) H&S indicators. Our yearly H&S development plan, internal audits and regular reviews are made with long-term objectives and vision in the background.

#### **4.2 Responsibilities and communication**

We develop health and safety at our workplaces with the support and commitment from top management. Management and supervisors demonstrate their commitment through leading by example.

We actively encourage our employees to participate and contribute to the H&S development work together with management and H&S professionals. Local occupational health and safety committees are acting with powerful participation and consultation from workers.

All employees and contractors are accountable for following safe operating procedures and reporting H&S incidents. We provide training and information on H&S to ensure everyone has required knowledge and skills, ensuring competency and encouraging them to understand the impact of their behavior.

We respond to external H&S reporting requirements and inform if there are any critical risks to all stakeholders. We review and take actions to H&S development requirements that have arisen from anyone who is or will be adversely affected by our activities, such as our customers, neighbors and other interested parties.

Communication and reporting of all accidents are the responsibility of the respective site manager with the final decision of the accident classification being decided by the VP of corporate Health and Safety, after which this decision is final.

### 4.3 Mindset

We strongly believe in our vision and care about our colleagues and stakeholders. We all take the responsibility of H&S and do not hesitate to intervene if any violations are observed.

Our overall approach is to enforce fairness, openness and trust in communications related to health and safety. Everyone at Outokumpu sites should be aware of our H&S Policy.

H&S cannot be compromised, and it is prioritized – for everyone, every time and everywhere. When needed, we take time to **stop** activities, **think** and after evaluation **act**. We are prepared for unexpected changes and situations.

We are proud of our achievements in H&S and enforce positive communication. We value and expect a healthy and safe workplace.

### DOCUMENT IDENTIFICATION

Document approver: Chief Executive Officer, Kati ter Horst

Document owner: VP – H&S, Thorsten Piniek

### DOCUMENT HISTORY

Previous version was integrated in EHSQ policy, first approved on October 6, 2009

First approved on April 26, 2022

Revised on February 24, 2025; updated responsibilities