

## SUSTAINABILITY PRINCIPLES

### **Environmental, Social responsibility, Work and Product Safety and Chain of Custody principles**

Kotkamills Oy is committed to managing and developing its business in a sustainable manner in matters concerning the economy, environment, people and society. We adhere to our values and principles in all countries we operate in. We comply with and, when necessary, go beyond the requirements of our customers and national legislation and regulations.

Responsibility in all of our operations and striving for continuous improvement are our key operating principles. Targets are set for business, environmental, work and product safety as well as wellbeing of the personnel, goals and their realisation to our stakeholders. We expect our suppliers and partners to comply with our policies and principles related to sustainability. We have acquired a third-party verification for our management systems (ISO, OHSAS and CoC certification.)

### **Economic responsibility**

The foundation for responsibility is profitable business. We want to be a reliable employer, supplier and co-operation partner. Our impact as a local employer is significant.

### **Environmental, Chain of Custody management and Product safety responsibility**

To minimize our impact on the environment, we apply a life-cycle approach and use applicable environmental technologies. We strive to save natural resources by using raw materials, energy and other resources efficiently. Our most important raw materials are renewable fibre-based raw materials, which we use to produce high-quality products primarily for the construction, laminate and printing industries.

Our products are safe to use and they fulfill the legislation regarding their intended use, as well as the requirements set by customers, also concerning the environmental and safety impacts of the chemicals used in production. The end products are recyclable and reusable, either for their intended end use or in the manufacturing process of new products.

We support sustainable forest management and we use Chain of Custody tracing systems for raw materials to ensure that all of the wood raw material and pulp originates from legal and approved sources. We also require that our raw material suppliers commit to the requirements of our Chain of Custody (CoC) management systems.

### **Work Safety and Social responsibility**

In all of our operations, we adhere to ethical business practices and we create a healthy and safe workplace for our employees. We respect human rights through equality in our operations and by developing working conditions. We strive to systematically prevent accidents and hazardous situations as well as illnesses caused by work or working conditions. We have also prepared to operate in the situations of emergency as well.

### **Management and governance**

Sustainability and safety issues are part of management and the related responsibilities are defined at all organizational levels. We require that our personnel acknowledge their responsibilities and adhere to the commitments and obligations concerning their work. We strive to ensure the personnel's awareness of the requirements through communication and training. The management team assigns the required resources and participates in the operations by carrying out regular safety audits, by setting targets and by regularly reviewing the success in reaching the targets and the sufficiency of resources.

A handwritten signature in blue ink, appearing to read "Markku Hämäläinen".

Markku Hämäläinen  
Chief Executive Officer