

## HALTON HEALTH AND SAFETY POLICY

Halton Group is committed to providing a safe and healthy workplace and conducting its business activities in a manner that promotes our own employees' wellbeing. Our products, systems, and services offer comfortable, healthy and safe indoor environments to customers who value people's wellbeing. Working safely and in a healthy environment is everybody's right. All Halton Company units strive to adhere to the following health and safety principles:

- We comply with all applicable health and safety legislation.
- We identify and evaluate all health and safety hazards and manage those risks to reduce their impacts to acceptable levels.
- We do not tolerate conditions and behaviours which contribute to accidents and injuries, and we take preventive actions against them.
- We measure and report data on critical aspects of health and safety issues.
- We strive to continuously improve our health and safety performance.
- We provide occupational health care services to our personnel.
- We promote personal wellbeing by supporting and encouraging healthy lifestyles and leisure activities for our personnel.

In our product development, we concentrate in improving our customers' indoor environment in order to enable the end-users' wellbeing.

The Management at all levels shall support these principles and require adherence to these principles from all work units and employees.

Each employee has a duty to report workplace conditions or practices that pose a health or safety hazard and to take reasonable actions to alleviate such risks.


Halton Suppliers and Partners are expected to work in accordance with the Halton Group's Health and Safety Policy and comply with applicable legislation.

Complying with this policy and promoting principles of health and safety practices is everyone's responsibility at Halton. We will communicate this policy to all Halton employees and ensure that necessary training is offered.

Halton's Senior Executive Team is accountable for the development and implementation of this policy which applies to all Halton facilities around the world.

Effective date: January 1, 2019

Most recent review and update: January 1, 2019



Mika Halttunen, Chairman



Kai Konola, CEO