

## **Quality, Environment, Health and Safety Policy**

### **Introduction**

Etteplan is a global engineering company whose purpose is to help customers create a better world through engineering, innovation and digitalization. Our values are customer orientation, proactivity and attractiveness. We are committed to continuous development in all our businesses.

Cornerstone of our strategy is to create value for our customers by utilizing our broad expertise and providing innovative service solutions. We will also maintain, develop and attract talented people who have the right competences, know-how and skills to add value to our customers.

We invest in the training of our employees to improve their professional skills and to acquire a wide range of know-how. We work in accordance with legislation and respect the permits and obligations issued to us.

### **Quality**

Our goal is to serve our customers in a way that they succeed in their own business activities. We carry out design tasks to the best quality within the agreed schedule and according to the requirements of the customers. In our work, we always take into account the needs and expectations of our stakeholders.

### **Environment**

In all our activities we pay attention to environmental responsibility. In our engineering work, we consider the entire life cycle of the solution, resulting in a lower overall impact on the environment.

We are committed to improvement in environmental protection, for example in the areas of energy efficiency, renewable energy, greenhouse gas emissions, use of water, air quality and waste reduction. In addition, we pay attention to responsible chemical management taking into account both environmental as well as safety aspects.

### **Occupational Health and Safety**

Our employees are our most valuable asset. We promote overall well-being and safety in the workplace. Our goal is zero accidents.

Preventive measures such as trainings, workplace surveys and risk assessments ensure a healthy and safe working environment. When potentially hazardous work is carried out, we work in a careful and responsible way taking into account all areas of environment, health and safety. We make sure our employees have, for example, safe and ergonomic working environment and, when needed, they have suitable personal protective equipment.

We communicate and work together with our safety representatives. We follow the principles of the international safety standards and comply with applicable directives and regulations. For example, we make sure used equipment, tools and machines comply with the requirements in applicable laws, regulations and international machine safety standards.

We require our suppliers and partners to commit to the principles of this policy.