

## HSEQ Policy

Recion Ltd management and development objectives are based on strategy and the development targets thereof.

We comply with our code of ethics and expect it from our partners as well.

We are committed to complying with legislation related to our operation and bearing responsibility for clean environment. In our everyday work we pursue to promote environmentally friendly alternatives and to minimize the environmental impact of our operation.

Health and well-being of our staff is important for us. Every day we provide our employees with a good and safe working environment where everyone can perform at their best. Besides working safety, our safety culture covers the whole product and delivery lifecycle.

We endeavour to contribute to the success of our customers by providing them comprehensive service and making good use of our experience and expertise.

We measure the quality and performance of our processes and pursue to apply external and internal feedback in our everyday management and development.

Our certified quality system and comprehensive quality management provide a proper basis for measurable customer satisfaction.

We recognize potential needs for change and development coming both from our employees and our clients, and continuously strive to develop our ability in responding to changing requirements.

We have defined our HSEQ objective collectively with other business objectives. Follow-up of HSEQ objectives is an integral part our management system.

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Jari Salo, CEO