

# Health and Safety Policy

Kumera Corporation is a global technology and service provider for demanding industrial and marine applications. We consider the health and safety of our employees, partners and customers as a top priority. We are committed to providing a safe and healthy working environment and believe that all incidents can be prevented. Our goal is zero harm to people and the communities where we operate.

## **Objective and Commitment**

Health and safety are integral to all our operations. We strive for continuous improvement and a strong safety culture across all our units.

## **Core Safety Principles**

- Risk Management: Identify, assess, and control hazards systematically to reduce risks and ensure safe working conditions.
- Physical and Psychological Well-being: Our commitment includes mental health and well-being, avoiding unhealthy workloads and ensuring a respectful, inclusive, and harassment-free workplace.
- Compliance and Standards: We comply with all applicable laws and regulations.
- Zero Tolerance: We enforce a zero-tolerance policy for alcohol and drugs in the workplace.

## **Individual Responsibility and Rights**

- We ensure that all employees and contractors receive task-specific induction before starting work.
- Personal Accountability: Every employee is responsible for their own safety and that of their colleagues, as well as for complying with safety instructions.
- Right to Stop Work: Every worker has the right to stop work if conditions are unsafe. Work resumes only when risks are mitigated.

## **Participation and Transparent Reporting**

- Incident Reporting: We encourage an open culture where all injuries, near misses, and observations are reported immediately.
- Stakeholder Consultation: We consult employees and their representatives to improve safety practices.
- Performance Monitoring: We use leading and lagging indicators (KPIs) to measure and improve performance.

## **Value Chain Safety**

- Contractor and Partner Safety: Suppliers and partners must adhere to the same high safety standards.
- Customer Safety: Our products and services are designed for safe performance.

## **Implementation and Governance**

Top management is accountable for health and safety performance, while managers lead by example and promote a proactive safety culture. Regular audits ensure effective implementation.

### **Approved by:**



Mikko Sillanpää, CEO  
Kumera Corporation

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