

GROUP POLICY

# Fiskars Group Health and Safety Policy

Version history

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**TABLE OF CONTENTS**

1. Purpose and scope.....	3
2. Ownership, review and approval .....	3
3. Communication.....	3
4. Document's location in the policies and instructions framework .....	3
5. Definitions .....	3
6. Health & Safety Management Framework .....	3
6.1 Leadership & Accountability .....	3
6.2 Hazard Identification and Assessment .....	4
6.3 Hazard Prevention and Control .....	4
6.4 Skills and Competency Development .....	5
6.5 Individual wellbeing.....	5
6.6 Performance Tracking.....	6
Appendix - Definitions.....	7

## FISKARS GROUP POLICIES

### 1. Purpose and scope

Actively promoting a culture of Zero Harm supports our Fiskars Group strategy and priorities. Our aim is to actively engage employees and all people involved in our value chain to be proactive, as we believe that every person has the right to work in a healthy and safe environment without the risk of injury or ill health.

### 2. Ownership, review and approval

Fiskars Group Global QEHS is accountable for this Health & Safety Policy.

FGLT has approved this Policy on February 11<sup>th</sup>, 2020 and it is applicable as of that date.

This Policy is regularly evaluated to ensure that it is up to date.

### 3. Communication

The Global QEHS team is responsible for the communication, training and interpretation of this Policy, as well as giving advice on the implementation of it. This Policy will be made available on the Fiskars Group intranet and updated as necessary.

### 4. Document's location in the policies and instructions framework

This Policy's location in the Fiskars Group policies framework is General Strategy (1A).

### 5. Definitions

Definitions can be found in the Appendix.

### 6. Health & Safety Management Framework

Fiskars Group aims to prevent all injuries and occupational diseases, as well as minimize health and safety related risks. We will do this by adopting a preventive approach in all significant activities. This framework provides basic principles to be followed at all Fiskars Group sites, as well as the fundamental legal framework for all our activities represented by existing laws and those standards prescribed to by the Fiskars Group.

#### 6.1 Leadership & Accountability

At Fiskars Group, we maintain an organizational structure for the management of health and safety, including open lines of communication, cooperation, and identification of roles and responsibilities so that health and safety forms an integral part of each person's job.

#### Leadership & Commitment

Our Leaders, at every level within Fiskars Group, are committed to continuous improvement in health

and safety. Our intention is that health and safety is a core organizational value, performance goals and objectives are clearly set at every level, and adequate resources are allocated to support health and safety activities. We are committed to full compliance with all relevant legal requirements.

### **Roles, Responsibilities & Authorities**

Leaders within our organization have direct accountability for the health and safety of all employees and activities under their respective control. Individual employees have responsibilities for ensuring their own safety, as well as the safety of their colleagues.

Each location within the Fiskars Group should assign responsibility and accountability for each health and safety activity within the management system.

### **Consultation & Participation of Workers**

To be effective, any effort to improve health and safety performance requires the meaningful participation of workers and their representatives. At Fiskars Group, we believe that involving employees in the implementation of this policy is a critical detriment to success, as responsibility for continuous improvement of health and safety performance rests with everyone. We engage each of our employees to be proactive and take health and safety responsibility seriously.

## **6.2 Hazard Identification and Assessment**

The identification of hazards is an essential first step in the control of health and safety risks. Together with our employees, we actively identify hazards and assess risks to continuously improve healthy and safe working conditions and ways of working.

### **Actions to Address Risks and Opportunities**

Procedures shall be put in place to identify workplace hazards and evaluate risks. An initial assessment of existing hazards, exposures, and control measures is followed by periodic inspections and reassessments to identify new hazards and determine where risks have been adequately controlled. As risks are identified, they are prioritized, and control measures are specified based on Hierarchy of Controls.

### **Operational Control**

Adequate workplace precautions are provided and maintained to prevent harm to people at the point of risk. These precautions include the integration of health and safety considerations into procedures and defined ways of working. Operational control is also maintained through management of change.

### **Emergency Preparedness & Non-routine Work**

Emergencies present hazards that need to be recognized and understood. Nonroutine or infrequent tasks also present potential hazards. Plans and procedures are developed at each location for responding appropriately and safely to hazards associated with foreseeable emergency scenarios and nonroutine situations.

## **6.3 Hazard Prevention and Control**

Adequate workplace precautions are provided and maintained to prevent harm to people at the point of risk. Workplace precautions to match the hazards and risks are provided at each stage of business activity. These include provisions such as machine guarding, local exhaust ventilation, safety instruction, and clear ways of working.

### **Incident, Hazard, and Corrective Action**

We continuously strive to reduce incidents as well as increase hazard awareness and safety observation reporting. All reported incidents are investigated and analyzed to identify opportunities to improve healthy and safe working conditions. Following any incident or identified hazard, Fiskars Group along with employees, identify and select methods to eliminate, prevent, or control them. The controls are selected according to a hierarchy that uses engineering solutions first, followed by safe work practices, administrative controls, and finally personal protective equipment. A plan is developed to ensure that controls are implemented, interim protection provided, progress tracked, and the effectiveness of the control verified.

### **Continuous Improvement**

Fiskars Group regularly reviews working practices to ensure that good and best practices are adhered to or adopted and that safety hazards are identified and controlled. Control measures are periodically evaluated for effectiveness. Processes have been established to monitor performance, verify implementation, and identify opportunities for improvement. Necessary actions are taken to improve overall health and safety performance.

## **6.4 Skills and Competency Development**

At Fiskars Group, we strive to create a learning culture through continuous skills development. This continuous learning and development not only increases our employees' job satisfaction levels, but also better equips each to perform in a healthy and safe manner.

### **Resources**

We provide our employees with the instruction, training and development necessary to ensure individual health and safety. This helps our people acquire the skills, knowledge and attitudes to make them competent in the health and safety aspects of their work. Appropriate resources are assigned to ensure this continuous development is carried out not only upon initial job assignment, but regularly throughout employment.

### **Competence & Awareness**

Our employees gain competence through skill, knowledge, and experience gained through a combination of training, practice, coaching and supervision. Competency is both demonstrated and assessed.

### **Document Control**

Each of our employees have access to correct and up-to-date health and safety documentation. Each location should have procedures for controlling documentation in accordance with the QEHS Management System Manual.

## **6.5 Individual wellbeing**

Fiskars Group promotes employee health and wellbeing by minimizing and eliminating employee exposure to harmful substances, reducing employee physical job demands, and promoting healthy life styles.

## **6.6 Performance Tracking**

Key performance indicators have been defined that will help us track performance and progress. Procedures have been established to collect, analyze, and review performance data.

### **H&S Targets & Planning**

Aspirational targets have been set by Fiskars Group and appropriate goals and objectives set at every level of the organization. Both lagging and leading indicators are used. Emphasis has been placed on leading indicators, as these track how well various aspects of our Health and Safety Management Framework has been implemented and reflect steps taken, or those needed, to prevent injuries or illnesses. Roadmaps have been developed to provide direction and emphasis.

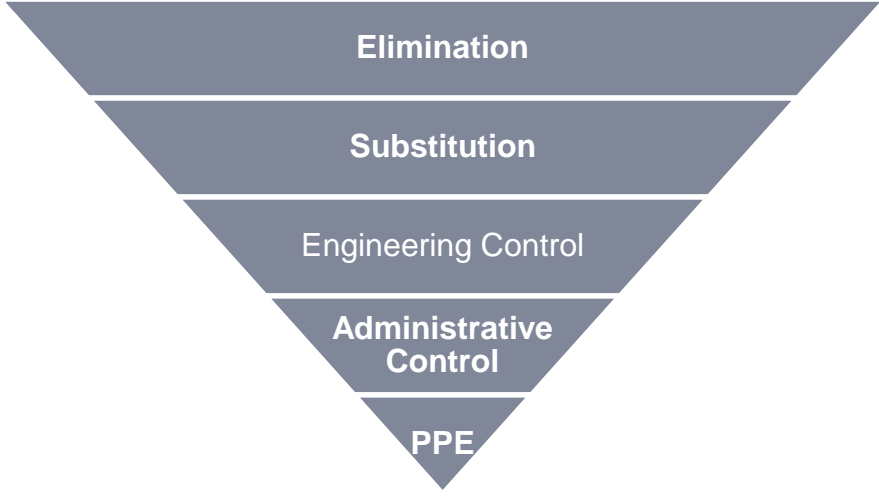
### **Monitoring, Measuring & Performance Evaluation**

Health and Safety performance is monitored, measured, and evaluated at least monthly. Results are shared at all levels. Monitoring and evaluating health and safety performance reinforces Fiskars Group's commitment to health and safety targets and objectives, as well as helps develop a positive safety culture.

### **Management Review**

Our leadership and management teams, at the site and Fiskars Group levels, formally review health and safety performance and identify opportunities to drive a culture of continual improvement. Each management review is documented and identified actions are tracked.

**APPENDIX - DEFINITIONS**

Accident	An accident is any unplanned event where injury, ill health, or property damage occurs.
Hierarchy of Control	<p>Hierarchy of control is a system to minimize or eliminate exposure to hazards. The hazard controls in the hierarchy are in order of decreasing effectiveness:</p> 
Illness	An illness is an instance of disease or poor health and is typically caused by repeated exposure. Examples of illnesses include: hearing loss, welding flash burn to the eyes, cumulative trauma disorders, etc.
Incident	An incident, in the context of occupational health and safety, is an unintended event that disturbs normal operations. An incident can range in severity from a near miss to a fatality.
Injury	An injury is any damage to the body and is typically caused by a single event. Examples of injuries include: bruises, swellings, lacerations, burns, fractures, etc.
Lagging Indicator	Lagging indicators are used to indicate progress toward compliance with safety rules. They are bottom-line numbers that indicate how many people got hurt and how badly.
Leading Indicator	Leading indicators are focused on future safety performance and continuous improvement. These measures are proactive in nature and report what employees are doing on a regular basis to prevent injuries.
Near Miss	A near miss is any unintentional incident that could have caused damage, injury or death but was narrowly avoided. A simple example is an employee walks down the hall and steps over an extension cord.
Property Damage	Property damage is a non-injury accident that results in damage to material, equipment, or property.
Medically Treated Injury	A medically treated injury is any work-related injury or illness that requires treatment beyond first aid measures (medical treatment). Medical treatment includes: the issue of prescription medication (whether it has been filled or not), physical therapy, modified duty (work restrictions), sutures, a positive x-ray, or loss of consciousness.
Safety Observation	A safety observation is an active acquisition of information that identifies a concern or hazard in the workplace. Safety Observations typically focus on safe behaviors, as well as unsafe conditions of employees performing work. They also identify unsafe conditions.

Unsafe Condition	An unsafe condition (hazard) is anything with the potential to cause harm, such as an unguarded machine part, oil on the floor, an unlabeled chemical container, etc.
Workplace	A place, such as an office or factory, where people are employed. A workplace also includes all surrounding property, break rooms, cafeterias, sidewalks, and parking lots owned or controlled by the organization.
Work-Related	Work-related is caused, contributed, or significantly aggravated by events or exposures in the work environment and resulted from tasks assigned to a specific job.
Zero Harm	Zero harm is the concept that any workplace can operate without exposing any person to any injury.