



## Fiskars Group Health and Safety Policy

<b>Accountable</b>			Supply Chain Function				
<b>Responsible</b>			Director, Quality Process & EHS				
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## 1. Purpose and Scope

The Fiskars Group Health & Safety Policy describes the health & safety principles that all employees, directors, officers, board members, consultants and other personnel working under the Fiskars Group's direction (collectively referred to as 'Fiskars People') must comply with. The policy covers the health and safety of our employees, contractors, visitors and customers.

The purpose of this policy is to:

- Ensure the safety of all employees
- Promote Trust Culture
- Create a culture of zero harm
- Actively engage employees and all people in our value chain to be proactive with health and safety

In addition to what is stated in this policy, the Fiskars Group is committed to full compliance with all applicable health & safety laws and regulations of relevant countries, and to continually improve our health & safety performance.

## 2. Ownership, Review and Approval

The Fiskars Group Supply Chain function is accountable for the Health & Safety Policy. The policy is regularly reviewed to ensure that that is up to date. This policy is approved by the Fiskars Group Leadership Team (FGLT).

## 3. Communication of Policy

The Fiskars Group Supply Chain function is responsible for the communication, training and interpretation of this policy as well as for giving advice on its implementation. The Health & Safety Policy is available on the Fiskars Group intranet, the Fiskars Group public website and as a one-pager at all locations. The policy will be reviewed annually and updated by the Supply Chain function when necessary.

## 4. The Document's Location in the Policy Hierarchy and Framework

This policy's location in the policy hierarchy and framework is the Supply Chain (1.G).

## 5. Leadership and Employee Participation

At the 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 component of each employee's work.



Our Leaders, at every level within the Fiskars Group, are committed to continuous improvement in health and safety. Health and safety is a core organizational value, performance goals and objectives have to be clearly set at every level, and adequate resources should be allocated to support health and safety activities. Each location within the Fiskars Group shall assign responsibility and accountability for health and safety activities.

Leaders within our organization have direct accountability for the health and safety of all employees and activities under their respective control. All employees should act proactively and take their own and their colleagues' health and safety responsibility seriously. Look after yourself and each other, and set an example for others by not walking past an unsafe act or unsafe condition.

Employees play a critical role in implementing this policy. Responsibility for continuous improvement of health and safety performance rests with everyone. Employees shall be involved in health and safety-related discussions and topics through the employee safety representatives, managers and the health and safety committees.

## 6. Trust Culture

Employees are encouraged to speak openly about health and safety as well as security issues. When the company knows more about the hazards we are exposed to, then the workplace is better placed to manage its risks and implement effective mitigations to protect people.

The Fiskars Group investigates incidents in a fair manner by ensuring that a trust culture is effectively implemented, maintained and supported. A trust culture is an atmosphere of trust in which people are encouraged to provide essential safety-related information. Treating people fairly and considering the real-world circumstances in which employees find themselves encourages them to have greater openness and proactively report hazards. Safety-conscious people can improve health and safety risk management, increase efficiency, and protect people and the workplace environment from harm.

## 7. Competence and Awareness

Instructions are provided to employees with the training and development necessary to ensure individual health and safety. This helps our people acquire the skills, knowledge and attitudes to ensure they are 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.

Mandatory Health and Safety Induction must be performed for all Fiskars People. Regular Health and Safety training shall be provided throughout the employment.

## 8. Actions to Address Risks and Opportunities

Health and safety risk assessments must be done to continuously improve health and safety in the workplace, and to determine the health and safety requirements and security measures. Health and safety risk assessments shall include all Fiskars Group-controlled processes, machines, areas, and activities, including non-routine work.



Procedures shall be put in place to identify workplace hazards and evaluate risks. An initial assessment of existing hazards, exposures, and control measures shall be performed. As risks are assessed, they are prioritized, and control measures are specified based on the Hierarchy of Controls. Periodic inspections and reassessments are performed to identify new hazards and determine whether risks have been adequately controlled. Control measures are periodically evaluated for effectiveness. Management of Change (MoC) must be assessed to allow the effective planning, risk management and implementation of a change at the workplace.

### 8.1. Stop Work Approval

Everyone has full authorization to stop work that they believe to be unsafe. The stop work policy can be used if there is a concern over a process, equipment, training or the work environment. Everyone should speak up if they think it is unsafe and have a conversation with the immediate supervisor or manager or the local health and safety representative.

### 8.2. Risk Mitigation

Based on the health and safety risk assessment, adequate workplace precautions must be implemented and maintained in accordance with Hierarchy of Controls. Therefore, engineering solutions are always considered 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 is provided, progress is tracked, and the effectiveness of the control is verified. These precautions include the integration of health and safety considerations into procedures and defined ways of working.

### 8.3. Chemical Safety

We are committed to the safe handling of chemicals and other substances. The storing and labelling of chemicals and substances shall be performed in a safe manner and in accordance with local legislation and safety data sheets.

For every location where chemicals are used, there shall be someone appointed to be responsible for said chemicals. Safety data sheets for all of the chemicals shall always be up-to-date and available for employees. Chemicals shall be included in the health and safety risk assessments, and controls should be implemented accordingly.

### 8.4. Monitoring and Analysis

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.

All the accidents, near misses and safety observations must be reported through our safety reporting tool, Falcony. Locations shall review the actions for their accidents, near misses and health and safety risk assessments in a timely manner.

## 9. Emergency Preparedness

Emergencies present hazards that need to be recognized and understood. Each location must have an emergency procedure in place. Locations shall perform an annual evacuation drill to maintain emergency preparedness competence. Evacuation drills shall be held annually. In addition, training in emergency procedures shall be given to all Fiskars People.

## 10. Contractor Safety

◆ We require all locations to coordinate their health and safety procedures with their contractors. This is in order to identify hazards, assess and control the safety risks and comply with health and safety requirements; and ensure that the requirements of their health and safety are met by contractors and their workers. For all the contractors entering our premises, a responsible person for the contractor shall be appointed.

Contractors must provide risk assessments and method statements concerning forthcoming work before approved permits to work are issued, e.g., what the work will involve, any services that must be shut down, tools that will be used and the isolation of the contractor's work from the workplace. We are authorized to stop the work of a contractor if it cannot be performed safely.

Mandatory Health and Safety Induction, including evacuation training, must be performed before workplace access is permitted for contractors.

## 11. Visitor Safety

The health and safety of our visitors must be controlled at all locations.

Before visitors can access our offices, manufacturing units and distribution centers, their visit shall be recorded and the identification shall be verified with a national authority-issued photo identification. Visitors may access our premises only via authorized access and exit points. Visitors must be accompanied by an escort at the offices, manufacturing units and distribution centers at all times. The personal protective equipment requirements shall be the same for visitors as for Fiskars Group employees and based on the health and safety risk assessments.

Before visitors enter our premises, mandatory Health and Safety Induction, including evacuation training, must be performed.

Customers visiting our shops and manufacturing unit customer experience areas shall be escorted out of the building in case of emergency.

## 12. Continuous Improvement

Working practices shall be regularly reviewed to ensure that best practices are adhered to or adopted and that safety hazards are identified and controlled. Processes shall be established to monitor performance, verify implementation, and identify opportunities for improvement.

On the basis of lessons learned, we establish and share improved risk control measures that, combined with effective supervision, monitoring, and management, will ensure that our work activities are as safe as possible.

## Appendix 1 - Definitions



Term	Definition
<i>Accident</i>	An accident is any unplanned event where injury, ill health, or property damage occurs. Accidents shall be reported through Falcony.
<i>Contractor</i>	All parties working for the Fiskars Group as either direct contractors or as subcontractors providing services.
<i>Fiskars People</i>	Employees, directors, officers, board members, consultants and other personnel working under the Fiskars Group's direction
<i>Health and Safety Committee</i>	The Health and Safety committee discusses matters concerning the safety, health and work ability of employees regularly.
<i>Health and Safety Risk Assessment</i>	Risk Assessment is a systematic process of evaluating the potential hazards and known hazards that may be involved in an activity or undertaking that may harm people or our workplace environment.
<i>Hierarchy of Controls</i>	Hierarchy of controls is a system to minimize or eliminate exposure to hazards. The hazard controls in the hierarchy are in order of decreasing effectiveness:
<i>PPE = Personal Protective Equipment</i>	
<i>Management of Change (MoC)</i>	Management of change (MOC) is a systematic approach to any changes with the aim of ensuring the continued safety of the workforce throughout the process. This ensures that the change is dealt with in a proactive way.
<i>Near miss</i>	Work-related incident where no injury or ill health occurs, but which has the potential to cause them. Near misses shall be reported through Falcony.
<i>Safety Observation Principle</i>	Safety observations include safe or unsafe actions and conditions. Safety observations shall be reported through Falcony. A minimum standard to be followed across the Fiskars Group.
<i>Stop Work</i>	Stop work means that everyone has the approval to stop work if they think it is unsafe, no matter where they work within the Fiskars Group.
<i>Visitor</i>	Persons visiting our offices, shops, manufacturing units and distribution centers. Visitors include internal visitors from different locations.
<i>Workplace</i>	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 Fiskars Group.
<i>Trust Culture</i>	A trust culture is an atmosphere of trust in which people are encouraged to provide essential safety-related information, without fear of reprimand or negative consequences.
<i>Zero Harm</i>	Zero harm is the notion that any workplace can operate without exposing any person to any injury.