

## Valio Group Occupational Health and Safety Policy

Valio's occupational health and safety policy applies to the Group as a whole. Based on the policy, Valio operates an occupational health and safety management system. Valio is committed to developing occupational health and safety controls in all of its operations. Valio is committed to meet the legal and other key requirements on its operation.

### Goal

- Remove or minimise dangers to personnel, operations and property, control stress factors, as well as ensure an uninterrupted operation.
- Ensure occupational health and work ability of our personnel during their employment

### Target

- Zero incidents or accidents.

### Directors and managers

- Directors and managers have clearly defined safety leadership responsibilities and resources.
- We monitor occupational health and safety operations regularly as well as their results in respect to the objectives.
- We carry out regular assessments on our OH&S operations and the OH&S management system.
- We improve our working environment and the safety and health impacts of our ways to work constantly.
- We identify the dangers in our work and eliminate them as far as it's possible.
- We handle occupational health and safety matters with our personnel.
- We train our personnel to work safely.

### Everyone

- Working safely is everyone's responsibility and a requirement of our employment contract.
- We follow safety rules and guidelines.
- We promote the creation of an occupational safety and health culture in all our operations.
- We monitor the safety of our working environments closely. When we find nonconformities, we correct them to the extent of our expertise and available opportunity, and report them further.