



INTEGRATED QUALITY, ENVIRONMENTAL PROTECTION AND EMPLOYEE SAFETY AND HEALTH POLICY

1. Purpose of the Policy

This integrated quality, environmental protection and employee safety and health policy sets out the core operating principles and commitments that guide the organisation in carrying out its activities in the design, manufacturing and supply of textile products.

The policy was created to ensure consistent management of the organisation's operations, high product quality, responsible environmental protection and a safe and healthy working environment for employees. It forms the basis for the organisation's strategic objectives, the functioning of the integrated management system and continuous improvement of operations.

The organisation carries out textile product design and manufacturing activities, specialising in high-quality home textile products. The organisation's product range includes various wool and other textile fibre goods such as blankets, duvets, baby textile products and other home textile items intended for both domestic and international markets.

The organisation's activities are focused on creating high-quality, aesthetically pleasing and functional textile products that meet customer needs and market requirements.

2. Operating Principles of the Organisation

The organisation's activities are based on the principles of responsible and sustainable business. Management aims to ensure that all organisational processes are carried out efficiently, responsibly and in accordance with high quality and environmental standards.

The core operating principles of the organisation are:



- a focus on customer needs and ensuring their satisfaction;
- the creation and manufacturing of high-quality textile products;
- a responsible approach to environmental protection and the use of resources;
- providing safe and healthy working conditions for employees;
- continuous process improvement and fostering innovation;
- building long-term and reliable relationships with customers and partners.

The organisation aims to create added value for customers and society by developing responsible and sustainable textile manufacturing.

3. Quality Policy

The organisation's objective is to create high-quality textile products that meet customer requirements and market expectations.

The organisation commits to:

- ensuring high quality of manufactured textile products;
- complying with customer requirements, contractual obligations and legal requirements;
- ensuring effective planning and control of manufacturing processes;
- applying continuous improvement principles throughout all organisational processes;
- analysing customer feedback and implementing improvement measures;
- improving product design, functionality and reliability;
- strengthening cooperation with reliable suppliers and partners.

The organisation continually seeks to increase customer satisfaction by improving product quality, manufacturing processes and service levels.



4. Environmental Protection Policy

The organisation acknowledges that its activities may have an impact on the environment and therefore seeks to conduct its operations responsibly and sustainably.

The organisation commits to:

- complying with applicable environmental legal and other requirements;
- identifying and assessing environmental aspects of its activities;
- reducing the negative environmental impact of manufacturing processes;
- using energy, raw materials and other resources responsibly;
- minimising waste generation and promoting waste separation;
- increasing energy efficiency;
- raising employee awareness on environmental protection matters;
- cooperating with suppliers and partners who adhere to sustainable business principles.

The organisation aims to contribute to improving environmental protection by reducing the environmental impact of its activities and promoting responsible use of resources.

5. Employee Safety and Health Policy

Employee safety and health is one of the organisation's highest operational priorities. The organisation seeks to ensure a safe and healthy working environment for all employees.

The organisation commits to:

- identifying workplace hazards and assessing occupational risk;
- implementing measures to reduce identified risks;
- ensuring a safe working environment and appropriate working conditions;



- providing employees with the necessary personal protective equipment;
- organising employee safety and health training and briefings;
- encouraging employee participation in improving occupational safety conditions;
- preventing accidents and occupational diseases;
- continuously improving employee safety and health management.

Management aims to ensure that every employee understands their responsibility for safe work and actively contributes to creating a safe working environment.

6. Compliance with Legal and Other Requirements

The organisation conducts its activities in compliance with all applicable legal and other relevant requirements.

This includes requirements relating to:

- product quality and safety;
- employee safety and health;
- environmental protection;
- waste management;
- the use of chemical substances;
- energy and resource use.

The organisation continually monitors changes in legal requirements and ensures their implementation in its activities.



7. Continuous Improvement

The organisation aims to continuously improve the functioning of the integrated management system and operational performance.

Continuous improvement is achieved by:

- analysing performance indicators and results;
- conducting internal audits;
- assessing customer satisfaction;
- examining non-conformities and their root causes;
- implementing corrective and improvement actions;
- conducting management reviews.

The organisation also encourages employee initiatives and suggestions that can contribute to process improvement and increased operational efficiency.

8. Communication of the Policy

The integrated policy is communicated to all employees of the organisation and is available to interested parties.

Employees are familiarised with the principles of the policy and their application in day-to-day activities. The organisation also encourages employees to adhere to the policy principles and actively participate in improving the organisation's operations.



9. Policy Review

The integrated policy is periodically reviewed during management reviews to ensure its relevance, suitability and alignment with the organisation's strategic objectives and operational directions.

Where necessary, the policy may be updated in response to changes in the organisation's activities, changes in legal requirements or new strategic objectives.

10. Management Commitment

The organisation's management approves this integrated policy and commits to ensuring its implementation throughout the organisation.

Management allocates the necessary resources for the functioning of the integrated management system, ensures employee involvement and aims to continuously improve the organisation's operational performance.

Approved by:

General Director Janne Ari Maki

Date: 2026-03-10