



INTEGRATED QUALITY, ENVIRONMENTAL PROTECTION, AND OCCUPATIONAL HEALTH AND SAFETY POLICY

1. Purpose of the Policy

This Integrated Quality, Environmental Protection, and Occupational Health and Safety Policy sets out the core operating principles and commitments that guide the organization in its textile product design, manufacturing, and supply activities.

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

The organization designs and manufactures textile products, specializing in high-quality home textiles. Its product range includes various wool and other textile fiber products, such as throws, blankets, baby textile products, and other home textile items intended for both local and international markets.

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

2. Operating Principles of the Organisation

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

The organization's key operating principles are:



- focusing on customer needs and ensuring their satisfaction;
- creating and manufacturing high-quality textile products;
- taking a responsible approach to environmental protection and resource use;
- creating safe and healthy working conditions for employees;
- continuously improving processes and encouraging innovation;
- building long-term, trustworthy relationships with customers and partners.

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

3. Quality Policy

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

The organization is committed to:

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

The organization continually seeks to increase customer satisfaction by improving product quality, production processes, and the level of service.

4. Environmental Protection Policy



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

The organization is committed to:

- complying with applicable environmental legal requirements and other adopted compliance obligations;
- identifying and assessing the environmental aspects of its activities;
- reducing the negative impact of production processes on the environment and preventing pollution;
- conserving and rationally using natural resources, energy, and raw materials;
- reducing waste generation and promoting its sorting and, where possible, reuse and recycling;
- increasing energy efficiency;
- reducing the organization's impact on climate change;
- taking biodiversity and ecosystem protection into account when making decisions relevant to the organization's activities;
- assessing environmental impact across the life-cycle stages of products and services that the organization can control or influence;
- promoting employee awareness and active participation in improving environmental protection;
- collaborating with suppliers and partners to promote the application of responsible and sustainable business principles;
- continuously improving environmental performance and the environmental management system.

The organization aims to contribute to environmental protection by responsibly using natural resources, reducing the negative impact of its operations on the environment, and, in line with the nature of its activities and its scope of influence, contributing to the mitigation of climate change impacts and the protection of biodiversity and ecosystems.

5. Occupational Health and Safety Policy

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



The organization is committed to:

- identifying hazards in the workplace 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;
- organizing occupational health and safety training and briefings for employees;
- encouraging employee participation in improving workplace safety conditions;
- preventing accidents and occupational illnesses;
- continuously improving the management of employee health and safety.

Management strives 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 organization conducts its activities in compliance with all applicable legal and other relevant requirements.

This includes requirements related to:

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

The organization continuously monitors changes in legal requirements and ensures their implementation within the organization's operations.



7. Continuous Improvement

The organization seeks to continuously improve the functioning of its integrated management system and its operational results.

Continuous improvement is achieved through:

- analyzing performance indicators and results;
- conducting internal audits;
- assessing customer satisfaction;
- examining nonconformities and their causes;
- implementing corrective and improvement actions;
- conducting management review.

The organization 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 of the organization's employees and is made available to interested parties.

Employees are made familiar with the principles of the policy and their application in day-to-day operations. The organization also encourages employees to follow the policy's principles and actively participate in improving the organization's operations.

9. Policy Review

The Integrated Policy is periodically reviewed during management review to ensure its relevance, appropriateness, and alignment with the organization's strategic goals and operating directions.



The policy may be updated as needed to reflect changes in the organization's operations, changes in legal requirements, or new strategic goals.

10. Management Commitment

The organization's management approves this Integrated Policy and is committed to ensuring its implementation throughout the organization.

Management allocates the necessary resources for the operation of the integrated management system, ensures employee engagement, and strives to continuously improve the organization's operational results.

Approved by:

General Director Janne Ari Maki

Date: 2026-04-22

Signature: _____