

HSEQ POLICY

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UTU Oy is committed to the continuous improvement of occupational health and safety, environmental protection, and quality. Our goal is to operate in accordance with our values, in a sustainable manner, and to exceed our customers' expectations by delivering high-quality products, solutions, and services. The HSEQ Policy is an integral part of UTU's strategy and management system. UTU's management is committed to implementing HSEQ principles. This policy is integrated into our business planning, management processes, and daily operations. Our HSEQ management system is based on the requirements of the ISO 9001, ISO 14001, and ISO 45001 standards.

Our employees are our most valuable asset. Through proactive safety management and the promotion of a healthy working environment, we strive to achieve our goal of zero accidents. We systematically identify and manage risks and encourage every employee to contribute to the continuous development of our safety culture. Every UTU employee has both the right and the responsibility to work safely and to report any observed hazards or deficiencies.

UTU operates with respect for the environment and recognizes the environmental impacts of its activities. We comply with applicable environmental legislation, relevant environmental standards, and UTU's Environmental Policy. We promote resource efficiency, the circular economy, and the reduction of our carbon footprint in product development, manufacturing, and daily operations. Our objective is to contribute to a carbon-neutral future as a responsible member of society. We promote product durability, repairability, material recyclability, and the proper treatment of electrical and electronic equipment at the end of its life cycle.

In line with our customer promise, UTU can and will. Customer focus and the continuous improvement of quality form the foundation of our operations. Our objective is to meet and exceed customer expectations by providing reliable, safe, and innovative solutions. We apply standardized operating procedures, monitor our performance, and respond to deviations promptly and systematically. Product and solution safety is considered throughout the entire life cycle. We ensure that our products comply with all applicable safety and regulatory requirements. We are committed to complying with all applicable laws, regulations, standards, and stakeholder requirements.

The HSEQ Policy is available to all employees, and its principles are incorporated into employee onboarding, training, and day-to-day management. We provide our employees with the necessary resources, training, and support to enable everyone to work safely, respect the environment, and deliver high quality. Management and supervisors lead by example and actively engage the entire organization in continuous improvement.