

# Health, Safety, Environment and Sustainability (HSES) Policy

This Policy is approved by the Telko Management Team on 7<sup>th</sup> February 2025. The Head of HSEQ is responsible for the evaluation of this Policy on an annual basis.

## PURPOSE

The purpose of this document is to harmonise and clarify Health, Safety and Environment matters within Telko Group and to ensure that we operate in a sustainable way and without causing harm to people or environment during the complete business chain.

## SCOPE

This policy applies to all Telko employees, encompassing all work-related tasks and operations. While Telko has obtained ISO 14001 certification for only select sites, we uphold the same principles across the entire company.

## PRINCIPLES

Telko's mission is to bridge Industrial customers and principals in a sustainable way. Telko aims to become a forerunner in sustainability in its industry. The basis for our operations lies in our values; we believe in success by people, partnership, responsibility and continuous development.

We apply our values both in our internal processes and to provide value to our customers. This is done by using industry-leading expertise, strong partnerships and renowned service capabilities to improve Telko's customers' production lead times, material efficiency, and financial and environmental performance.

## TARGETS

Sustainability development is one of Telko's strategic targets. The sustainability work, including environmental, social and governance aspects, is based on our sustainability targets which are defined by Telko management team according to a materiality analysis and accepted by Telko Board. The main targets are implemented for our operations through sub targets, road maps and action plans and aim to have the sustainability KPIs in personal targets for all supervisors and widely to all employees. Development and results are regularly monitored by management and the targets are reviewed on a yearly basis.

This policy will be communicated through our intranet and external web pages. It will also be disseminated in relevant training sessions and meetings to all employees, customers, suppliers, and the public. All employees are expected to cooperate and assist in implementing this policy while ensuring their work is carried out without risk to themselves, others, or the environment.

### **At Telko Group we are committed to**

- Considering sustainability, environmental, health and work safety aspects in all business activities, aligning with Aspo policies and other Telko policies.
- Protecting the environment by reducing waste, and minimizing the environmental impact of our activities, products, and services.
- Identifying hazards, assessing risks, and implementing controls to mitigate or eliminate risks of our operations.
- Offering and recommending the best products and solutions to our customers and partners, taking into account sustainability, environmental, health, and safety perspectives.
- Supply products to customers in a safe and responsible manner, providing necessary documentation and training needed to ensure safe handling and usage by our employees, contractors, customers and other relevant stakeholders.
- Taking care of the emergency preparedness and response on all our sites, organizing regular exercises with landlords and other relevant stakeholders.
- Reporting and investigating HSE incidents promoting shared learning to minimize the risks for our employees, partners, customers and the environment.
- Complying with relevant health, safety, environment and sustainability related laws and regulations, and commitments.
- Creating a culture of awareness and responsibility among employees, partners, and customers for health, safety, environment, and sustainability.
- Developing the supply chain management, including responsible sourcing, monitoring supplier performance and development.

- Supporting and participating in activities that enhance health, safety and environmental consciousness and awareness.
- Actively participating in the Responsible Care program for chemical distributors.
- Addressing and responding to community concerns related to our activities.
- Continuously improving our sustainability performance.
- Enhancing our Environmental Management System to minimize environmental impact and improve environmental performance.
- Improve social and environmental conditions throughout our value chain while upholding human and labour rights to enhance the quality of life.
- Support the ten principles of the UN Global Compact related to human rights, labour, the environment and anti-corruption, as a part of the Aspo group.
- Respect all human rights recognized in the UN Universal Declaration of Human Rights and the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work.
- Act in accordance with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.
- Assess potential risks in our value chain and implement measures to mitigate or eliminate these risks.
- Promote awareness of this policy among our employees, enabling them to integrate sustainability principles into procurement and purchasing decisions on behalf of our company.

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