



THE HALTON HEALTH AND SAFETY POLICY

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Oy Halton Group Ltd is committed to ensuring the health, safety, and wellbeing of our employees, visitors and subcontractors. Our goal is to create and maintain a safe and healthy working environment, prevent work-related accidents and illnesses and promote overall wellbeing. Commitment to health and safety forms an integral part of the organization.

This Policy has been approved by Halton's Board of Directors on October 23rd, 2025.



Health and Safety Principles

- **Compliance with Legislation:** We adhere to all relevant health and safety laws and regulations to ensure a safe and compliant working environment.
- **Hazard Identification and Risk Management:** We systematically identify and assess workplace hazards implementing strategies to mitigate and eliminate risks with regular updates and documentation.
- **Prevention of Accidents and Injuries:** We aim for zero accidents and injuries. We establish detailed procedures for safe work practices, including personal protective equipment (PPE), first aid, chemical handling, machinery safety, emergency procedures, incident investigation and safety observations.
- **Data Measurement and Reporting:** We measure and report data on critical health and safety issues such as the number of accidents, accident frequency, and sickness-related absences to monitor and improve our performance.
- **Continuous Improvement:** We are committed to continuous improvement in our health and safety performance through annual safety targets, audits and promoting a positive safety culture at all organizational levels.
- **Employee Wellbeing:** We provide occupational health care services to ensure our employees' physical and mental wellbeing and promote healthy lifestyles and leisure activities.
- **Training and Competence:** We ensure all employees and subcontractors receive health and safety training, including general and role-specific training to maintain a competent and qualified workforce.
- **Communication:** We communicate this policy to all employees and provide channels for feedback and reporting.

Halton's Senior Executive Team is accountable for developing and implementing this policy, which applies to all Halton facilities globally.

Management at all levels is responsible for supporting these principles ensuring understanding and adherence from all work units and employees.

Employees shall report hazards, mitigate risks and comply Halton's health and safety procedures. In addition, all employees shall work in accordance with safe work standards and legislation and use personal protective equipment appropriate to the job. Employees shall never use any equipment, machine or device in a dangerous manner.

Halton's Supplier Code of Conduct sets requirements for all suppliers, including subcontractors, to protect the health and safety of their employees.

ABOUT US

Halton Group specializes in indoor environment solutions, ranging from public and commercial buildings to foodservice facilities. Founded in Finland in 1969, Halton operates today in over 35 countries around the world, with annual sales of ca. 316 MEUR and over 1900 employees. The company has production facilities in Brazil, Canada, China, France, Finland, Germany, Malaysia, the United Kingdom, and the USA.