

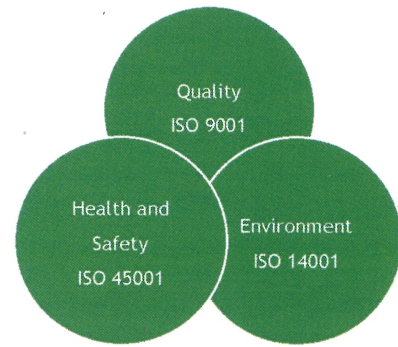
Nordkalk operating policy

Our goal is to be recognized as the leading company providing limestone-based products and sustainable solutions in Northern and Central Europe. We strive for operational excellence in everything we do.

We place a strong focus on the safe and healthy working conditions of our employees, contractors and visitors.

We are committed to fulfilling our customers' needs and expectations by extracting, processing and delivering limestone-based products and sustainable solutions.

We act as a responsible company and take proper action to reduce the impacts of our exploitation of natural resources.



OCCUPATIONAL HEALTH AND SAFETY	QUALITY	ENVIRONMENT
<p>We provide safe and healthy workplaces, prevent work-related injury and ill health. We also develop and promote safety work in a unified and organised way towards our goal of zero accidents.</p> <p>Health and safety issues are always first on our agenda.</p> <p>We report safety observations and share best practices proactively, both internally and externally, to eliminate OH&S hazards and reduce risks.</p> <p>We consult and involve our employees and we are all actively participating and contributing to our internal safety work and efforts.</p> <p>We encourage our employees to engage in their personal and professional development.</p>	<p>We know our customers' needs and we provide our products and services at the agreed time and with the right and unified quality from all our sites.</p> <p>Quality measures are defined, unified and regularly reviewed. Actions are taken in order to continuously improve our quality performance.</p> <p>Customer satisfaction is regularly measured to assess our performance and to take measures for continuously improving the effectiveness and efficiency of our processes.</p> <p>As one of the links in the feed chain we assure feed safety in each stage of our operations.</p> <p>We continuously develop new solutions for current and future customer needs.</p>	<p>We aim for full utilization of all mined material through a well-balanced exploitation of the natural mineral resource.</p> <p>We continuously reduce emissions through improved energy efficiency and use of alternative fuels.</p> <p>BAT (Best Available Technique) is promoted in all new investments to enable the most efficient control of emissions.</p> <p>We understand the impact of our operations on natural water. These issues are always documented in our water management plans.</p> <p>We strive to reclaim the extracted area to a natural or otherwise usable state. The principles of mine closure are described in our restoration plans.</p>

We comply with national legal and other requirements related to our employees, products, operations and the environment in the countries where we operate.

We continuously improve our management system, which is compliant with the requirements of the ISO 9001, ISO 14001, ISO 45001 and GMP+ standards.

Pargas, 10.10.2023


 Marcel Gestranis
 Chief Executive Officer