

**SPTR-Asennus Oy**

Rengastie 19 FI-60120 Seinäjoki Finland

ISO 45001:2018**OCCUPATIONAL HEALTH AND SAFETY POLICY**

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1 PURPOSE, SCOPE, AND USERS

The purpose of this document is to publish the Occupational Health and Safety Policy Statements as a message from the Management of SPTR-Asennus Oy, in compliance with the Organizational Policies established in alignment with the ISO 45001:2018 standard. This OH&S Policy is designed to prevent work-related injury and ill health as well as to provide safe and healthy workplaces.

Users of this document include all employees and top management members of SPTR-Asennus Oy within the scope of the OH&S Management System.

2 REFERENCE DOCUMENTS

- ISO 45001:2018, Leadership and worker participation, clauses 5.1, 5.4
- ISO 45001:2018, Planning, clauses 6.1, 6.2
- Occupational Health and Safety Manual
- [Other documents and regulations which determine document control and OH&S requirements]

3 OH&S POLICY STATEMENTS

At SPTR-Asennus Oy, we recognize the importance of occupational health and safety in all our operations. We are committed to protecting the well-being of our employees, contractors, and visitors. This OH&S Policy provides the framework for our OH&S Management System and reflects our commitment to continual improvement in OH&S performance.

3.1. WORKER PARTICIPATION

- We encourage the active participation of all employees in identifying hazards, assessing risks, and implementing solutions.
- Workers' consultation and participation are integral to the effectiveness of our OH&S Management System.

3.2. COMMITMENT TO SAFETY

- Health and safety are integral parts of all business decisions, and every employee is responsible for maintaining a safe work environment.
- We are dedicated to preventing injury and ill health, meeting or exceeding all applicable legal requirements and other relevant standards.

3.3. CONTINUOUS IMPROVEMENT

- We commit to continual improvement in OH&S management and OH&S performance.
- Regular audits, inspections, and reviews are conducted to identify areas for improvement.

3.4. HAZARD IDENTIFICATION AND RISK MANAGEMENT

- A proactive approach is taken to identify, evaluate, and control hazards and risks to health and safety.

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- We implement appropriate controls and review their effectiveness to mitigate OH&S risks.

3.5. EMPLOYEE TRAINING AND AWARENESS

- We ensure that all employees are competent to perform their duties safely through regular training and awareness programs.
- Knowledge and awareness of occupational health and safety are promoted throughout the organization.

3.6. EMERGENCY PREPAREDNESS

- Emergency plans and response procedures are established and tested to ensure safety in case of an adverse event.
- We prepare our employees to respond effectively to emergencies through training and drills.

3.7. HEALTH AND WELL-BEING

- We support and promote the general health and well-being of our employees.
- Programs and initiatives aimed at maintaining and improving health and well-being are implemented and accessible.

3.8. COMPLIANCE

- We commit to compliance with applicable OH&S legal requirements and other requirements to which the organization subscribes.
- Regular compliance evaluations are conducted to ensure ongoing adherence to these requirements.

3.9. SUPPLIER AND CONTRACTOR MANAGEMENT

- Suppliers and contractors are required to comply with our OH&S standards.
- We work together with our suppliers and contractors to enhance OH&S performance.

3.10. COMMUNICATION

- Open and effective communication channels are maintained for reporting hazards, incidents, and OH&S concerns.
- We foster a culture where health and safety concerns can be raised without fear of reprisal.

3.11. RIGHT TO WITHDRAW

- Employees have the right to remove themselves from situations presenting imminent and serious health or safety dangers.
- No employee shall be subject to retaliation for exercising this right, and all reports of such situations will be taken seriously and addressed promptly.

3.12. MANAGEMENT COMMITMENT

SPTR-Asennus Oy's management is committed to the effective implementation of this OH&S Policy, providing the necessary resources, support, and leadership to ensure the success of our OH&S Management System.

SPTR-Asennus Oy is committed to communicating this OH&S Policy to all employees, and its effectiveness will be regularly reviewed and updated as necessary.

4 IMPLEMENTATION AND COMMUNICATION

This policy is documented, maintained, and communicated within SPTR-Asennus Oy. It is readily available to interested parties and relevant to our operational context.

5 DECLARATION

The top management of SPTR-Asennus Oy endorses this policy, ensuring its effective implementation, maintenance, and regular review to stay abreast of our evolving OH&S needs.

6 APPROVAL

Approved by:



Kari Rajala

Managing Director

08.03.2024