

## **Quality, Health, Safety, and Environmental (QHSE) Policy**

### **Customer Focus and Satisfaction**

TFG is committed to meeting customer requirements by delivering high-quality, timely products and services through close collaboration and continuous customer satisfaction.

### **Continuous Improvement**

TFG is committed to enhancing performance by continually improving our integrated QHSE management system, processes, products, and services with a focus on long-term profitability.

### **Safety and Risk Management**

TFG is committed to preventing work-related injuries and illnesses by hazards elimination, managing HS risks and opportunities, maintaining safe working conditions, and fostering a safety-first culture.

### **Environmental Responsibility**

TFG is committed to protecting the environment through pollution prevention, sustainable resource use, and effective waste management.

### **Compliance and Ethics**

TFG is committed to meeting all statutory, regulatory, contractual, customer, and ethical requirements across all operations.

### **Engagement and Communication**

TFG is committed to promoting transparent communication, consultation, and participation of employees, workers representatives and stakeholders to build trust and drive continuous improvement.

### **Training and Competence**

TFG is committed to ensuring all employees are trained and competent to meet quality, safety, and environmental goals.

### **Resources and Responsibility**

TFG is committed to providing sufficient resources and encouraging active employee involvement in effectively implementing this policy.

### **Policy Awareness and Review**

TFG is committed to making this policy known and accessible at all levels and publishing it at [www.tervakoskifilm.com](http://www.tervakoskifilm.com). Policy is reviewed periodically to ensure its relevance and effectiveness via performance and achieving its frameworked OHSE objectives.