

### **Sustainability policy**

The JMC Engine Oy's sustainability policy's purpose is to define our goals regarding sustainable business operation. It shows our commitment to reduce our impact on the surrounding environment and improve our role in the society. It serves as a guide for our future decisions.


The sustainability policy consists of three different policies, which are:

- Environmental policy
- Labor and human rights policy
- Business ethics policy

The sustainability policy entails JMC Engine Oy's factory in Ruukki. This is the only facility JMC Engine Oy has.

This policy is reviewed annually and approved by the management team.

Ruukki, January 2023



Henri Säkkinen  
Managing Director

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## Environmental policy

JMC Engine Oy's operations are guided by the quality and environmental management system which is based on ISO9001- and 14001-standards. The environmental impacts of our operation concern the use of energy and the waste created by production. We are committed to operating with responsible manner in all environmental aspects. We monitor and control the energy usage and the effective recycling of various types of waste.

Most significant environmental impacts are caused by following three areas. We are monitoring their development and each of these has a defined respective target level. This way we aim to reduce our relative environmental impact.

- Relative consumption of energy
  - Combined usage of heating energy and electricity.
  - Comparison between different years is made by dividing the total energy consumption by annual turnover.
  - Target: to reduce 2022 baseline value by 10 % by 2030.
- Relative usage of cutting fluid and oils
  - Total amount of recycled cutting fluids and oils in kilograms.
  - Comparison between different years is made by dividing total kilograms by quantity of delivered products.
  - Target: to reduce 2022 baseline value by 10 % by 2030
- Relative amount of recycled metal
  - Total amount of recycled metal (chips, scrapped pieces, cutting waste, etc)
  - Comparison between different years is made by dividing total kilograms by quantity of delivered products.
  - Target: to reduce 2022 baseline value by 10 % by 2030

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### **Labor and human rights policy**

JMC Engine Oy sees its labour force as the biggest and most important asset and strives to create a working environment where everybody is respected, and everyone can work safely. Any form of discrimination is not tolerated, and all decisions are based solely on lawful, non-discriminatory criteria.

#### ***JMC Engine oy has a zero-tolerance policy on harassment.***

Working hours, wages and over-time pay are based on the national law, and forced and child labour are strictly forbidden. All employees must have a legally binding, written contract. Employees' rights to participate in a labour union are respected. The employees' rights to sick leave and vacations are based on the national law.

Employee health and safety are monitored closely due their importance to our operation. Safety issues are regularly highlighted, and employees are encouraged to report any safety risks. All employees are entitled to regular health checks and occupational health services. JMC Engine Oy has a formal Health and Safety Committee for employees.

Employee orientation is mandatory and further training is offered regularly regarding safety and personal skill development. According to our continuous improvement -culture, employees are encouraged to develop their skills and we offer actively advancement possibilities to more challenging positions.

Following areas are monitored to continuously develop our working conditions. Both areas have a defined target level.

- Lost time Injury Frequency Rate
  - Number of injuries is divided by million working hours.
  - Target level is zero.
  
- Sick days
  - Number of sick days divided by total working days.
  - Target level is under 3% per year.

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### **Business ethics policy**

JMC Engine Oy's business is based on our core values of positivity, responsibility and continuous improvement. This ensures that JMC Engine Oy remains attractive and trustworthy partner and employer.

JMC Engine Oy promotes lawful and ethical behaviour and expects it from all employees regardless of their position in the company. Employees should report integrity or ethical concerns, or violations of this policy either to a manager or supervisor or via the electronic whistleblowing channel. Employees can report the concerns without any risk of retaliatory action by the company and all reports are investigated impartially respecting the chosen anonymity level.

JMC Engine Oy is committed to competing fairly in the market and treats its customers and suppliers with respect. JMC Engine Oy recognizes the delicate nature of the customer specific information and treats it with utmost care.