

# EHS POLICY

## LOCAL COMMITMENT FINLAND

03-2024



*In order to create a safe and healthy workplace for every employee and reduce the negative impact on our environment, we work preventively and long-term with the environment, health and safety as an integrated part of the daily operations. It is the responsibility of every leader to ensure organization, competence and working methods to prevent injury, accidents and work-related ill-health.*

We take our EHS responsibilities seriously and the management lead by example in all that they do. We continually focus on identifying, eliminating, or reducing to an acceptable level, risks associated with our business activities.

With our employees and contractors, we continually look for ways to upskill them to provide them with the knowledge they require to carry out their day-to-day activities in a safe, healthy and sustainable manner and to ensure accountability.

With our values, Agile, Inclusive and Responsible, also known as 'AIR', we are focusing on the ever-evolving challenge of climate change; we do this by reinforcing our strategy in favour of green energies, and by leveraging our EHS culture within our organisation.

We have a systematic approach to EHS management designed to ensure compliance with the law and customer requirements

### **Guillaume Legoupil**

Managing Director Finland

## OUR AMBITION

- Zero accidents and incidents, applies to both employees and contractors, with focus on preventive actions; supported by our Alstom Zero Deviation Plan (AZDP)
- Zero Environmental damage, prevent pollution, reduce the environmental impact of our activities and to work sustainably toward continuous improvement and innovation.
- Continue to improve our employees' and contractors' Health and Wellbeing; create a positive culture and attractive workplace that fosters and develops work health, and wellbeing for our employees and contractors and promote social, mental and health factors.

## OUR EHS STRATEGY

- EHS Performance: EHS performance is a value and condition of us doing business by driving continual improvement of EHS Performance through 'SMART' Objectives and Targets (Specific, Measurable, Achievable, Realistic & Timely).
- Valuable EHS Management System: To ensure compliance with EHS standards, regulations, and other requirements, EHS risks and aspects are assessed, and proactive measures implemented for the prevention of accidents, incidents, occupational diseases and to continuously improve/learn through return of experience.
- Stakeholders Engagement: Continue to focus on our EHS culture through active leadership, participation, and consultation of our stakeholders and especially our employees, and / or their representatives.
- Organisation & People: Continue to ensure EHS competencies and trainings for the organisation that is supported by EHS expertise.

This policy is reviewed periodically and communicated to all concerned.