

Our mission	Our vision	Our values
We create well-being through our expertise in the energy sector.	To deliver leading energy solutions for a sustainable future.	<ul style="list-style-type: none"> ➤ For our customers ➤ Honesty ➤ Courage ➤ Together ➤ Commitment

Health and safety, environmental and quality policy

We develop automation, drives and power distribution solutions for the energy and process industries and provide our products and services to our European customers to meet their local and global needs. We offer an expanding and increasingly productised range of services aimed at electrifications and industrial process applications. We manufacture our control systems according to customer design specifications. Boards, panels and cubicles are our core area of expertise. Our systems are used by power plants, process industries, cranes and ships worldwide.

This policy applies to VEO Oy, VEO AB and VEO AS.

Our energy sector expertise and our responsible operations are:

- Safe and environmentally sustainable
- Planned so we can eliminate identified risks and hazards
- Reliable and efficient
- Compliant with applicable laws and regulations and customer requirements

We set measurable objectives and continually improve our management systems, and our management processes.

To achieve the set objectives and to be able to ensure continuous improvement, the participation and consultation of our employees as well as close cooperation with customers, contractors and other stakeholders is a key matter to us.

Health and safety

We are committed to provide a safe work environment for all our employees and everyone that works with us. Our operations are preventive and proactive, we have a zero vision regarding work related accidents for our personnel as well as for our contractors. One of our main focus area is electrical safety.

We achieve the set objectives by:

- Assessing risks and using safe working methods
- Using effectively our processes, tools and systems
- Continuously improving the health and safety culture and our ways of working
- Ensuring all employees and contractors are trained on health and safety matters and have the knowledge how we can together achieve an outstanding level of health and safety management
- Taking into consideration physical and mental health and workload in everyday work to prevent fatigue and exhaustion in our personnel

Environment

We are committed to protecting the environment and taking responsibility for the future by preventing the adverse environmental impacts of our operations.

In order to prevent the identified significant environmental impacts and to meet the expectations of our stakeholders, our main focus is to develop our operations towards carbon neutrality as well as to reduce the amount of waste and increase the recycling rate.

We achieve the set objectives by:

- Calculating and monitoring our carbon footprint annually and taking measures to reduce the greenhouse gas emissions
- Making choices in our day-to-day operations to promote circular economy
- Constantly improving our processes and ways of working from an environmental perspective
- Increasing environmental awareness and using tools efficiently to promote environmental work

Quality

We are committed to creating value for our customers and enhance customer satisfaction. We focus on leadership, open communication, continuous improvement and personnel satisfaction to serve our customers genuinely.

We achieve the set objectives by:

- Working closely together with customers, suppliers and contractors
- Continuously improving and standardizing processes across interfaces between processes, teams and businesses to deliver high quality products and services
- Developing quality of leadership and highlighting the managers role as leaders
- Continuously monitoring and measuring the progress of the set objectives

Vaasa, Finland 10.2.2022



Timo Ala-Heikkilä, CEO
VEO Group