



Group Policy

UPM Safety Rules



No. UPM-GP-230	Valid as of 1.9.2018	Classification Public
Owner Human Resources	Approved by Group Executive Team	

UPM Safety Rules

Our goal in UPM is to be the industry leader in health and safety.

Our clear objective is zero fatal and serious accidents. We strive to reduce and eliminate accidents under our control through continuous improvement and effective risk management.

We comply with international, national and local safety laws, regulations and rules. We do this through the implementation and compliance with the UPM Safety Standards and local procedures. Our culture is always to do more than the minimum required to keep our own people, contractors and visitors safe.

Our occupational health and safety practices are based on the UPM Biofore Company vision and values, Code of Conduct and three specific UPM safety principles.

1. **Safety First** – safety is fully embedded in our daily activities and is not considered less or secondary than any other interest.
2. **Safety Starts With Me** - underlines the importance of good safety behaviour and personal commitment to safety. We are all visible role-models in safety and help others to work safely.
3. **We Can Prevent All Accidents** – we assess and mitigate health and safety risks in our operations by focusing on learning, training and continuous improvement. We take action to address safety hazards when they are noticed or reported.

We set and communicate clear expectations and targets regarding safety on all levels of our organizations. UPM occupational health and safety management systems ensure that we will achieve these objectives. This is reinforced by UPM safety standards, particularly by Roles and responsibilities safety standard, that defines also the line organization's implementation responsibility.

All UPM employees are proud to apply UPM safety rules in a disciplined way. In addition, our business partners and their employees on our sites are required to adopt safe work practices and to comply with the rules and standards we have established ourselves. If a safety violation is noticed we intervene and take required action in a timely manner.

We have an internal OHS Audit program for every UPM BA to monitor and check compliance against the UPM Safety Standards. This highlights good practices as well as any shortfalls or actions needed to meet UPM OHS expectations.

UPM Safety Rules official language is English. In case differences in translations English text will apply.

**GROUP POLICY
UPM SAFETY RULES**

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Fact sheet

GROUP POLICY NAME	UPM Safety Rules
GROUP POLICY NUMBER	UPM-GP-230
AVAILABLE LANGUAGE VERSIONS	Chinese; English; Estonian; Finnish; French; German; Malay; Polish; Russian; Spanish; Swedish
OWNER	Human Resources
CLASSIFICATION	Public
APPROVAL DATE FOR GROUP POLICY	5.6.2018
VALID AS OF	1.9.2018
GROUP POLICY APPROVED BY	Group Executive Team
PREVIOUS APPROVAL DATES	18.9.2002 (Occupational Health and Safety Rule, Board of Directors), 18.11.2018
LOCAL ADAPTIONS	N/A
APPROVAL FOR LOCAL ADAPTIONS	N/A
CODE OF CONDUCT SECTION	02. Respect people and human rights
RELATED GROUP POLICIES	
RELATED GUIDANCES	Safety Principles, Safety Standards