

Group Policy

UPM SAFETY RULES





GROUP POLICY UPM SAFETY RULES

No.
UPM-GP-230

Owner
Human Resources

Valid as of
1.9.2024

Approved by
Group Executive Team

Classification
Public

UPM Safety Rules

At UPM, we see safety as a value that always guides how we operate. Our objective is accident-free workplace. We foster an environment and culture where everyone can work without compromising own and others wellbeing.

Our health, safety and wellbeing practices are based on our visionary purpose 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 secondary to any other interest. Safety is a value that leads us to make the right choices and decisions.
2. **Safety starts with me** - underlines personal commitment to safety. This commitment is visible in our behaviour. We are all role-models in safety and our safe behaviour also helps others to work safely. We follow the UPM safety rules and standards and take action to address safety hazards when they are noticed or reported.
3. **Safety is created together** – by developing caring safety culture through employee participation and open and positive communications.

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. We always do more than the minimum required to keep our own people, contractors, visitors and communities close to our operations safe.

We strive to reduce and eliminate accidents through effective risk management and continuous improvement. Our leaders set and communicate clear expectations and safety targets at all levels of our organisations. UPM occupational health and safety management systems ensure that we will achieve these objectives. This is reinforced by UPM safety standards that also define the line organisation's implementation responsibility.

Our business partners and their employees at our sites are also required to adopt safe work practices and to comply with the rules and standards we have established for ourselves. If a safety violation is noticed, we intervene and take required action in a timely manner.

The official language of the UPM Safety Rules is English. In case differences in translations appear, English text will apply.



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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;Spanish;Swedish
OWNER	Human Resources
CLASSIFICATION	Public
APPROVAL DATE FOR GROUP POLICY	3.6.2024
VALID AS OF	1.9.2024
GROUP POLICY APPROVED BY	Group Executive Team
PREVIOUS APPROVAL DATES	18.9.2002 (Occupational Health and Safety Rule, Board of Directors), 18.11.2011, 5.6.2018
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