



INTEGRATED MANAGEMENT SYSTEM POLICY

Policy supports the strategic direction of the company and establishes a framework for setting objectives.

Thermory's Integrated management system includes quality, environmental and safety management systems.

QUALITY

Thermory's objective is to be a flexible partner for its customers, to offer a wide range of high-quality products and to be constantly carrying out product development in order to retain its position as a leading manufacturer of sauna materials and heat-treated wood in Scandinavia and Europe.

- We are bold, confident and honest when communicating with our customers and colleagues.
- We are pioneers in our field, we anticipate change and transform our practices.
- We follow the principle of continuous improvement, create sustainable solutions and innovative and durable products.

ENVIRONMENT

We believe in the beauty of natural wood, are committed to reducing our ecological footprint and promote a sustainable lifestyle.

- Our wood has been obtained from sustainably managed forests.
- We consider the protection and economical use of natural resources important – this is why we always use wood in a responsible manner.
- We set environmental goals and constantly improve our products and processes in order to minimize our environmental footprint and reduce pollution.
- We prefer the consumption of energy-efficient products and services that have a positive impact on our energy and climate footprint.

WORK SAFETY

Thermory's senior management is committed to ensuring the safety and well-being of the company's employees.

- We are constantly working to identify hazards and eliminate or reduce risks.
- We discuss safety issues with employees and / or employee



representatives and involve them in creating a safe work environment.

- Our workplaces have been organized efficiently and safely, following the 6S method.

HR

The competence of our employees and all other persons related to the company enables us to achieve our objectives and implement the management principles set out by the company.

- Thermory is managed in a clear, fair and transparent manner.
- Our work organization guarantees the clear allocation of responsibilities and authorities as well as an understanding of the organization and its management.
- In order to achieve the set goals, we ensure the motivation of our staff.
- We do not use child or forced labor.
- We ensure that employees are not discriminated against in our employment procedures or in their position at the company.
- We respect the freedom of association and the right to use collective bargaining.

Constantly improving all aspects of our business activities is essential to ensuring that all our stakeholders are satisfied. To ensure the sustainability of the company:

- we regularly carry out an analysis of risks, opportunities and internal and external operating conditions;
- we plan and carry out improvement activities;
- we adhere to relevant national and European Union legislation;
- we cooperate with the divisions of the company, our stakeholders and various projects.



Ragnar Koppel, CEO
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