



COLD  
QUALITY

## JOHTAMINEN MANAGEMENT

## FESTIVO-PORKKA GROUP

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*Public*

### SUSTAINABILITY POLICY

Our goal is to be the leading Northern European refrigeration technology company in sustainability. We comply with the UN Global Compact principles in all our operations.

We have mapped the environmental impacts of our operations and are committed to continuously improving our operations in order to reduce adverse environmental impact, prevent pollution of the environment and promote sustainable use of energy and raw materials. We are committed to fulfilling our company's obligations and work actively to mitigate climate change and develop new technologies with the aim of creating sustainable lifecycle practices and providing added value for our customers.

We respect human rights in our operations and work to promote them. Our employees are treated fairly and equally, we do not accept forced labour, child labour or discrimination of any kind. We prepare a development plan regularly to support the above-mentioned principles and well-being of our personnel. We require similar procedures, including compliance with the Conflict Minerals regulations, also from our suppliers.

In our operations, we comply with the laws and regulations that apply to us as well as good Corporate Governance. We do not accept corruption and report and communicate about our operations transparently to stakeholders. We regularly map the most significant risks of our organization and develop our operations to manage them.

Festivo - Porkka Group

*Mika Simi*

Managing Director