

1 August 2020

CORPORATE SOCIAL RESPONSIBILITY POLICY

Kemppi is an arc welding expert, designing, manufacturing and serving our customers with innovative, productive solutions. Kemppi's offering consists of equipment, software and services. Our purpose is to enable the building of safe infrastructure around the world.

We support the UN Sustainable Development Goals (SDG) by promoting social equity. Recognizing our social responsibility, we take account of the following aspects in all our operations:

Good business ethics and integrity

One of our company values is integrity, it is embedded in everything we do. Responsibility, sustainability and honesty are our building blocks for integrity. Our stakeholders expect us to follow high ethical standards and we always keep our promises.

Sustainable products

Our products represent perfect welding performance, durability and long service life. We promote products that improve health and safety in welding.

Quality

We develop and monitor quality continuously according to our quality policy. We have certified our quality management system with the ISO 9001 standard.

Environmental impact and energy-efficiency

We set targets and regularly monitor the environmental impact of our infrastructure, working environments and working processes according to our certified ISO 14001 environmental management system and policy.

Promoting health through a safe and ergonomic working environment

Our occupational health and safety management system conforms to the requirements of the international ISO 45001 standard.

Supplier code of conduct

We require our suppliers to be committed to ethical conduct, and comply with all applicable national and international laws and treaties; respecting human rights in the spirit of internationally recognized standards.

Conflict minerals

We source materials and components from reputable international partners who are committed to supporting the objectives of the international community against minerals being sourced from countries which are either suffering from armed conflict, such as civil war, a post-conflict state of fragility or witnessing weak or non-existing governance and systematic violations of international law, including human rights abuses. By

evaluations, agreements and audits, we ensure that our suppliers of 3TG (tin, tungsten, tantalum and gold) comply with the same objectives.

Equality of opportunity

We are committed to workplace equality and work together with our staff to promote equality and prevent discrimination.

Local and international community outreach

We organize training for local groups, supporting their development and knowledge in welding-related skills and workplace safety. Student visits, summer jobs and work placements also provide young people with a better view towards their future working life. We offer select graduates dissertation topics, conduct joint research projects and provide training programmes in welding with schools and universities, both locally and internationally, to reduce the worldwide shortage of qualified welders. Our local sponsorships with young athletes and schools support the well-being and learning of young people.

Charity at home and abroad

We engage with charitable projects that support sustainability and those disadvantaged by worldwide events and societal and inequality issues.