

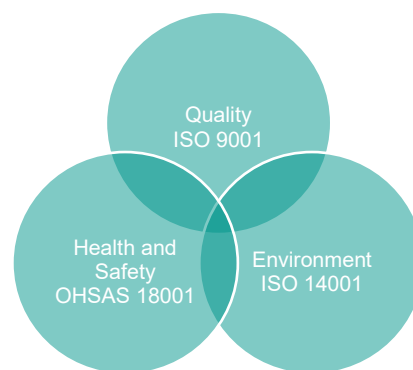
NORDKALK OPERATING POLICY

Our goal is to be recognised as the leading company providing limestone-based products and solutions in Northern and Central Europe. We strive for operational excellence in everything we do.

We place a strong focus on the safe and healthy working conditions of our employees, subcontractors and visitors.

We are committed to fulfilling our customers' needs and expectations by extracting, processing and delivering limestone-based products and solutions.

We act as a responsible company and we take proper action to reduce the impacts of our exploitation of natural resources.



OCCUPATIONAL HEALTH AND SAFETY	QUALITY	ENVIRONMENT
<p>Our aim is to develop and promote safety work in a unified and organised way towards our goal of zero accidents.</p> <p>Health and safety issues are always first on our agenda.</p> <p>We report safety observations and share best practices proactively, both internally and externally, to reduce OH&S risks and hazards.</p> <p>We consult our employees and we are all actively participating and contributing to our internal safety work and efforts.</p> <p>We encourage our employees to engage in their personal and professional development.</p>	<p>We aim to know our customers' needs and we provide our products and services at the agreed time and with the right and unified quality from all our sites.</p> <p>Quality measures are defined, unified and regularly reviewed. Actions are taken in order to continuously improve our quality performance.</p> <p>Customer satisfaction is regularly measured to assess our performance and to take measures for continuously improving the effectiveness and efficiency of our processes.</p> <p>As one of the links in the feed chain we strive to assure feed safety in each stage of our operations.</p> <p>We continuously develop new solutions for current and future customer needs.</p>	<p>We aim for full utilisation of all mined material through a well-balanced exploitation of the natural mineral resource.</p> <p>We strive to reduce emissions through improved energy efficiency and use of alternative fuels.</p> <p>BAT (Best Available Technique) is always to be applied to enable the most efficient control of emissions.</p> <p>We understand the impact of our operations on natural water. These issues are always documented in our water management plans.</p> <p>We strive to reclaim the extracted area to a natural or otherwise usable state. The principles of mine closure are described in our restoration plans.</p>

We comply with national legal and other requirements related to our employees, products, operations and the environment in the countries where we operate.

We continuously improve our management system, which is compliant with Rettig Management Policies and Procedures and the requirements of the ISO 9001, ISO 14001, OHSAS 18001 and GMP+ standards.

This operating policy covers all Nordkalk activities in every country of operation (except Turkey).

Pargas, 2 September 2019

Paul Gustavsson
Chief Executive Officer