

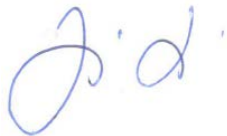
QHSE Policy

Tekniq Oy is a Resource Management Company which specialises in project resources and consultation works in a range of technical and construction projects throughout Finland and overseas.

The company's core values are safety and quality, and we ensure that all works undertaken are carried out in an efficient, environmental sustainable and professional manner that fully conforms to the client's requirements, and all identified opportunities are utilised. Tekniq is actively participating in projects having positive environmental impact.

We will:

- Minimize our impact to the environment in all operations and we don't cause any incidents to environment or people.
- Ensure desired Healthy and Safe working environment to all our employees.
- Ensure customer satisfaction of performance and quality of services produced by the Company.
- Ensure that our employees, sub-contractors and sub-consultants are responsible for working in a way which maintains QHSE standards and company values.
- Ensure compliance with all relevant QHSE legislation and codes of practice and where no regulation exists, we shall set our standards in accordance the best practice.
- Raise awareness, encourage participation and train employees in QHSE matters, and identifying any hazards and reporting them and any other related observations found at their work.
- Ensure that QHSE policy and objectives are established and reviewed annually and informed to all of our employees and relevant interested parties.
- We intend to improve QHSE standards through total customer satisfaction and to demonstrate this, we are effectively implementing our management system as per ISO 9001:2015, ISO14001:2015 and ISO45001:2018 standards and by striving for continuous improvement in all activities performed by us.



Jyrki Lahti

CEO

Tekniq Oy

31st of August 2018