

Personnel and labor policy in Kuhmo Oy

In all its employment relationships, Kuhmo Oy complies with national legislation, international agreements of the ILO, the UN Universal Declaration of Human Rights, the fundamental rights at work confirmed by the FSC, PEFC forest certification regulations, labor protection regulations and company-specific collective agreements as well as other obligations and regulations. Our work community is equal, we do not accept any kind of discrimination in the workplace, and our personnel management is fair and just.

We respect the freedom of association of our personnel and we treat trade union activities and personnel representatives with respect and openness. We comply with legislation and agreements regarding cooperation.

Our personnel and workforce policy consists of the following goals and principles:

- we act together in accordance with our values and our personnel have sufficient expertise to implement the strategy
- we know our customers and stakeholders and take responsibility for ecologically, socially and economically sustainable mechanical forestry
- we maintain the agreed overall quality and take responsibility for our own work and its development
- we encourage our personnel to perform well and motivate them to work to achieve the company's goals with fair and competitive remuneration and taking into account health and safety aspects in the workplace
- our leadership and corporate culture are constantly developing.

Competence

Our competence is developed systematically and long-term based on our strategy. Competence development creates the foundation for success at work and for the well-being of employees.

We continuously invest in deepening and maintaining the professional skills of our personnel so that we can offer our customers good service experiences. We encourage individuals to develop their own professional competence by learning through work. We carefully familiarize our employees with their work tasks, and each employee completes the training related to their task in a timely manner.

Through continuous interaction and goal and development discussions, we ensure that our personnel have sufficient competence needed for success, as well as clear goals and areas of responsibility.

Management

We develop management systematically as part of the company's strategy. Management and supervisors implement the principles of responsible personnel management and approved management processes. A good working atmosphere, open interaction and trust are the basis for management and supervisory work.

Supervisors have regular discussions with employees to ensure well-being and competence development.

Communication with personnel is open and active.

Remuneration

We reward our personnel fairly and competitively for productive work. The aim of remuneration is to encourage good performance and motivate personnel to work long-term to achieve the company's strategic goals.

Our remuneration system is based on the demands of the task and personal performance, which is influenced by knowledge, skills and compliance with our operating principles.

Equality and non-discrimination

We are committed to promoting equality and non-discrimination in all our activities. We respect diversity and value expertise from different backgrounds.

We do not accept any kind of harassment, bullying or discrimination. We respect and comply with internationally recognized human rights in all our activities.

We update the work community development plan and equality and non-discrimination plan as needed to promote equal treatment and fairness.

We comply with laws and recruitment guidelines prohibiting discrimination in recruitment.

We ensure that every applicant is treated equally and fairly in our recruitments, and we select the person best suited to the position. Our personnel selection emphasizes competence, education and motivation.

Safety and well-being

We invest in the health, safety and well-being of our personnel. We continuously monitor and develop occupational safety issues and our goal is to guarantee a safe workplace for all personnel. We offer occupational health care to each of our employees from the beginning of the employment relationship, regardless of the nature and duration of the employment relationship. We take care of the working ability of our personnel throughout their working careers and ensure support in various situations. Methods include, among others, solutions for the return to work of partially able-bodied people, access to work and retention in work.

We monitor job satisfaction through a personnel survey. We process the results at both the company and work community level and respond to feedback by agreeing on concrete development measures.

Responsibilities and implementation

The personnel and workforce policy is approved by the Board of Directors of Kuhmo Oy. The superiors are responsible for implementing the personnel and workforce policy. The entire staff is responsible for behaving in accordance with the personnel and workforce policy.