

Tikkurila seeks to be a responsible member of the community

Our goal is that Tikkurila is a leading company in developing products and services relating to the durability, usability and decoration of various surfaces. We make our products and services for use throughout their lifecycle in accordance with sustainable social, ethical, financial and environmentally sound principles.

The principles of this Tikkurila & Environment and Community Programme are to be evidenced in the practical operations of all companies in the Tikkurila Group. The programme incorporates four major baseline policies regarding safety of our products, eco-efficiency of our production and delivery processes, financial performance of the company and well-being of our people. The programme also contains ways of complying with the principles.

In addition, a set of shared indicators has been defined to measure the progress in achieving the goals. Sites or companies integrate preparation of their own programme and goals in compliance with the baseline policies into their annual action

plan, thus providing their own contribution to our shared vision.

We track development across the Tikkurila Group by making an annual summary based on the information obtained from each site. Additionally, we share experiences of different lines of action and projects, both successful and less successful ones.

Each company in the Tikkurila Group has its own distinguished history and age-old traditions. This commits us all to working actively to bring about development. Our success and progress in this respect ultimately depend on the personal commitment of each individual employee to responsible choices in their daily work.

Vantaa, 8 August 2001



Visa Pekkarinen
President
Tikkurila Oy

Basic attitude

Our operations are guided by these principles:

- respect for individuals and looking after people's well-being
- the quest for continuous improvement, seeking new solutions and learning from them
- ensuring the safety of our products and services
- 'eco-efficiency' or the careful use of production input and resources
- a prudent increase in the use of renewable natural materials and the share of environmentally sound products
- cooperation and transparency in safety and environment issues
- combining the requirements of our customers, the community and the environment in a profitable and competitive way of business.

We are publicly committed to sustainable development:

All companies in the Tikkurila Group are committed to promoting policies that lead to sustainable development. This is evidenced by the companies' public commitment, in countries where this is possible, to the chemical industry's Responsible Care Programme or the corresponding Coatings Care HSE initiative for the paint industry.

Our aim is for all Tikkurila sites to be able to demonstrate their commitment to sustainable development through a certified environment management system audited by an independent body. When completing corporate acquisitions or transferring technology, we want to ensure that our new sites commit themselves to the same principles as ours as quickly as possible.

We acknowledge our responsibility at different levels:

We accept responsibility for our products throughout their lifecycle. For us, Product Stewardship means developing and marketing the safest possible coating options for users, occupants and the environment alike.

We are committed to building on the well-being of our own people. Each company in the Tikkurila Group has social and ethical responsibility for the acceptability of its own operating policies; also the basic attitudes of subcontractors, raw material suppliers and other partners are taken into consideration. Lines of action to protect the natural environment, banning the use of child labour and equality issues, for example, are important to us. The criteria is based on eg standard SA 8000 (Social Accountability).

Baseline policies of our operations

A. Products should be safe for people and the environment.

This is evidenced in our operations as follows:

R&D and procurement

- We continue to improve the environmental soundness of our products and are particularly working to develop water-borne and solventless products to replace solvent-borne ones.
- We avoid using raw materials classified as being most dangerous to the environment or user. Such materials include carcinogenic, toxic, highly allergenic and compounds dangerous to the environment.
- We promote the appropriate use of renewable natural materials.
- We seek to direct purchases to ethically and environmentally aware suppliers.
- We seek to develop lifecycle assessment for use as a useful tool in R&D.

Marketing and sales

- We specify the most environmentally sound products for various uses to facilitate customer choice.
- We encourage customers to choose environmentally compliant products through providing information, customer training, guides, market communications, environment declarations, environment labelled products and pricing.
- We work in joint projects with our customers to develop environmentally acceptable coating solutions.
- We seek to build on the HSE excellence of future professionals in the paint branch through actively cooperating with educational institutions.

Shared progress indicators:

1. Share of sales of water-borne and solventless products
2. Average solvent content of products manufactured

B. The goal of development of our production and delivery processes is to improve eco-efficiency.

This is evidenced in our operations as follows:

- We are reducing the amount of material disposed of as waste by developing our production processes and promoting the use of waste materials.
- We are reducing the wastewater load discharged into the municipal sewer system or waterways.
- We are minimising production emissions into the air.
- We are cutting energy consumption and favouring environmentally sound energy sources wherever possible.
- We are reducing environmental loading arising from transportation by improving logistics.
- We are minimising the use of product packaging material and ensuring the suitability of new packaging types for utilisation or recycling.
- We are furthering opportunities for users of paint products to recycle or utilise transport and product packaging.
- We are improving process safety in our paint production. We are making risk assessments and collecting practical experiences. We seek to develop our safety level evaluation systematically.

Shared progress indicators:

1. Solvent emissions from production
2. Amount of hazardous waste and waste sent to landfill sites
3. Total energy consumption
4. Volume of wastewater and wastewater load

C. Well-managed HSE issues reflect positively on a company's financial performance.

This is evidenced in our operations as follows:

Communications, marketing and sales

- We communicate openly about health, safety and environment issues. This creates a positive image, which in turn is a condition for long-standing customer relationships.

R&D and production

- We are reducing environmental costs arising during the lifecycle of our products by improving our products and manufacturing processes. This generates savings both for us and for the customer.

Employees

- We ensure the well-being of our employees and are improving working conditions and job content. Job satisfaction and working ability are rising, whilst absenteeism and related costs are falling.

Shared progress indicators:

1. Direct environmental costs arising from our operations (waste management, emission and wastewater treatment, etc.)
2. The share of environmentally sound products of manufacture

D. The prosperity of a company depends on the well-being of its people.

This is evidenced in our operations as follows:

- We analyse the causes of accidents and dangerous situations more efficiently. We draw on the information obtained to systematically improve our ways of working and working conditions.
- We are continuing to improve the overall fitness of our employees to maintain their physical, mental, social and professional working ability.
- We offer our employees opportunities for professional development.
- We promote the creation of a balanced staff structure through our recruiting policy.
- We are developing the systematic monitoring of job satisfaction.
- We promote equality, respect for the individual and the acceptance of differences throughout the working environment.
- We ensure the safety of persons working as subcontractors at our sites.

Shared progress indicators:

1. Amount of HSE training
2. Amount of absenteeism (accidents, sick leaves)
3. Lost time accident frequency and accident seriousness (days of absence/incident)
4. Number of cases of work-related illness



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Tikkurila

& ENVIRONMENT AND COMMUNITY
CORPORATE RESPONSIBILITY PROGRAMME OF THE TIKKURILA GROUP