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Social report 2026

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Social:

As part of our commitment to social responsibility, FinnProfiles values diversity and equality within our workforce. We have strived to create an inclusive work environment by promoting equal hiring practices.

Employee Development:

At FinnProfiles, we go the extra mile to support our employees' growth by providing comprehensive coaching, training, and educational opportunities that nurture their professional skills and expertise.

Through personalized coaching and mentoring programs, we empower our employees to excel in their roles and advance their careers. Our skilled supervisors work closely with individuals to identify their strengths, address challenges, and chart a clear path for career progression.

Additionally, we offer a wide range of training opportunities that cater to diverse skill sets and expertise. From technical training to leadership development, we ensure that our employees have access to the resources they need to continually enhance their professional capabilities.

Furthermore, we encourage continuous education and upskilling by providing financial support for relevant courses and certifications. Whether it's attending workshops, pursuing higher education, or obtaining industry-specific certifications, we believe that investing in our employees' knowledge and expertise benefits both them and the organization.

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We understand that a well-rounded approach to employee development includes nurturing both their physical and mental well-being, as well as fostering their professional growth. By offering comprehensive coaching, training, and educational support, we strive to create a workplace where employees can thrive and fulfil their potential as valued contributors to our collective success.

Health and Safety:

At FinnProfiles, the health and safety of our employees is a core value that guides our operations. We are committed to promoting a culture of safety awareness among our workforces. We recognize the importance of providing a safe and secure working environment for all employees and visitors.

To ensure a high level of safety, all our facilities strictly adhere to health and safety practices. Our employees undergo regular training to identify potential risks and implement appropriate measures to mitigate them. We have developed our own HSE (Health, Safety, and Environment) model, which includes our company's practical approach to implementing workplace well-being and safety matters in our work environment. There are specific targets for safety observations, and we conduct regular weekly rounds in production. With these measures, we aim to prevent accidents and near-miss incidents in our production. We have a zero-accident goal.

As part of our commitment to employee well-being, we have comprehensive insurance coverage in place. This includes occupational and leisure accident insurance, providing financial protection for our employees in case of any unfortunate events. Additionally, we collaborate with private partners to offer health services, prioritizing the health and welfare of our team members. We have detailed specific safety measures and procedures that employees and visitors must follow. We conduct risk analyses under the guidance of our operational managers and safety measures are continuously updated to address any emerging concerns.

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FinnProfiles provides a safe and healthy workplace for all employees. We understand that a secure and nurturing environment is essential for our team's well-being and productivity. By prioritizing health and safety, we aim to create a workplace where everyone can thrive and contribute to our shared success.

Labor Practices:

At FinnProfiles, we hold a steadfast commitment to providing fair and safe working conditions for each of our valued employees. We adhere to the stringent regulations outlined by EU and Finland labour laws and uphold local standards to ensure that our workplace practices are in full compliance with legal requirements.

Legality is at the core of our hiring process. We follow rigorous procedures to guarantee that all recruitment decisions are made based on objective criteria and without any form of discrimination. This ensures that every candidate is evaluated fairly, fostering a diverse and inclusive workforce.

In line with our dedication to meritocracy, promotions are solely based on merit, performance, and years of experience. We believe in nurturing a culture where employees are rewarded based on their individual achievements and contributions, fostering a sense of equity and empowerment.

During the training period, we prioritize employee safety above all else. Our managers closely monitor the learning process, providing a secure and supportive environment for our employees to develop and grow their skills.

By aligning our practices with the highest labour standards, we are proud to create an environment where our employees can thrive and feel valued. At FinnProfiles, we recognize that upholding fair and safe working conditions is not only a legal obligation but a moral responsibility that lies at the heart of our commitment to our workforce.

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Product Liabilities:

At FinnProfiles, ensuring product safety and maintaining high-quality standards is a top priority. We have implemented rigorous measures to achieve these objectives.

Our factories hold ISO 9001 and ISO 14001 certifications, a testament to our unwavering dedication to maintaining robust management systems and adherence to stringent quality standards. These certifications underscore our commitment to delivering products that meet or exceed customer expectations.

To ensure the safety and quality of our products, we collaborate closely with factory workers and local authorities. This collaborative approach allows us to identify and address any safety or quality concerns promptly, ensuring the continuous improvement of our processes.

Our commitment to product safety extends to our quality check and reclamation investigation processes. If any product-related issues arise, we promptly investigate and take appropriate actions, ensuring that any concerns are thoroughly addressed.

We recognize the critical role that product safety and quality play in building trust with our customers. By upholding the highest standards and fostering a culture of continuous improvement, we strive to deliver products that not only meet regulatory requirements but also exceed customer expectations, ultimately ensuring their safety and satisfaction.

Supply Chain:

At FinnProfiles, we understand the importance of upholding labour practices and social standards throughout our supply chain. As a responsible and ethical organization, we take our supply chain responsibilities seriously.

Our suppliers undergo a meticulous selection process, and we carefully assess their commitment to ethical labour practices and compliance with our code of conduct. We prioritize working with

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partners who share our values and commitment to social responsibility.

Through collaborative efforts, we work closely with our suppliers to ensure responsible sourcing and ethical practices at every step of the supply chain. We engage in transparent communication and establish clear expectations, holding all parties accountable to our shared commitment to maintaining high ethical standards.

By fostering a strong relationship with our suppliers, we create an environment that promotes continuous improvement and ethical conduct. We believe that a responsible and socially conscious supply chain is essential for building trust with our stakeholders and contributing to a sustainable future.

Social Inclusivity: Inclusive practices are a cornerstone of our approach, and we continually strive to make our products accessible to all, irrespective of their social backgrounds.

For more detailed information on our commitment to social responsibility, please refer to our comprehensive Code of Conduct.

At FinnProfiles, we remain dedicated to continuous improvement and look forward to making further progress in our social initiatives in the years ahead.

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Sustainability commitment and goals for 2030:

FinnProfiles remains steadfast in our commitment to the 3rd and 5th goal of the UN Sustainable Development. We have outlined specific areas of focus and initiatives that align with this goal, as follows:

Transparency in our Labor Practices: We believe in fostering a culture of openness and honesty within our labor practices. Our commitment to transparency extends to sharing information about our policies, practices, and initiatives that support the well-being and professional growth of our employees. By promoting transparency, we aim to build trust and strengthen our relationships with our dedicated workforce.

Transparency with our Suppliers: Upholding ethical practices in our supply chain is paramount to us. We meticulously assess our suppliers' practices, including their code of conduct, through rigorous audits. These measures are in place to ensure that our suppliers align with our values and adhere to our established code of conduct. By maintaining transparency with our suppliers, we actively work towards creating a responsible and ethical supply chain that mirrors our commitment to sustainability.

Promoting Health and Safety Practices: The safety and well-being of our employees are non-negotiable priorities. To ensure this, we conduct annual audits across all our factories to assess health and safety practices. Our vision for 2030 includes implementing comprehensive safety protocols that leave no room for compromise. We also remain steadfast in offering robust health insurance coverage to our employees, both within and outside the workplace. Additionally, we are dedicated to promoting physical and mental well-being by providing benefits that address these aspects. Adequate safety training further reinforces our commitment to our employees' safety, contributing to a secure and nurturing work environment.

FinnProfiles' dedication to Sustainable Development is unwavering, and we consider it our top priority. As we progress into 2030, we remain focused on integrating sustainable practices into all aspects of our operations. By continually innovating and fostering responsible consumption and production, we strive to contribute positively to a more sustainable future for our planet and society.

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Sustainability index (based on SASB index)

Category of data	Name and unit	2020	2021	2022	2023	2024	2025	Details
Activity metrics	Employees number	66	62	64	68	64	64	
Employees H&S	Total recordable incident rate (per incident per year)	less than 5 per year	less than 5 per year	less than 5 per year	less than 5 per year	less than 3 per year	less than 3 per year	Safety observation targets at both plants, zero-accident goal.
Employees H&S	Fatality rate (per incident per year)	0	0	0	0	0	0	
Employees H&S	Near-miss frequency rate (per incident per year)	less than 10 per year	less than 10 per year	less than 10 per year	less than 10 per year	less than 10 per year	less than 8 per year	An updated record system for safety observations and near-miss incidents was developed and implemented at the end of 2024.