



Social responsibility policy

Environment

TVO follows the principle of sustainable development. TVO assumes responsibility for the environment by minimising the harmful effects of the Company's operation and by ensuring appropriate management of the generated waste; observes and studies the state of the environment and takes immediate corrective action when required. TVO maintains the employees' competence and expertise on environmental issues at a high level. TVO aspires to act as a pioneer in the management of environmental issues.

TVO's objective is to further reduce the already low emissions of radioactive substances in compliance with the principle of prevention and continuous improvement. Any changes caused by the plant process are monitored proactively and in readiness to fight any harmful environmental impact caused by them.

TVO acknowledges the significance of total responsibility for all stages of the fuel cycle. The Company monitors and controls the fuel suppliers' management of environmental issues. TVO requires that the suppliers accept responsibility for securing and developing living conditions in the regions near the mining areas showing consideration for the aboriginal people. Fuel is accounted for from the uranium mines to final disposal, according to the "from rock to rock" principle.

TVO minimises the amount of generated waste by ensuring efficient use of energy, supplies and raw materials and by developing practical reuse of waste. The objective is to increase the proportional share of utilisable community waste and to reduce the amount of radioactive waste generated within the controlled area. TVO also makes efforts to reduce the amount of spent fuel by optimising the properties and the use of the fuel.

Any harmful effects and disturbances to the environment during the construction project of the new nuclear power plant unit are minimised as effectively as possible. Special attention is paid to the amount of generated waste and to the utilisation of the waste.

Purchasing

The purchased products and services shall meet the quality and environmental requirements specified by TVO. The availability of products and services critical to the operation of the Company is ensured by means of long-term agreements based on mutual trust and partnership.

The selection criteria for suppliers emphasise the continuity of the supplier's operation, their delivery reliability, management of quality and environmental issues as well as competitiveness. Domestic and local suppliers are favoured. The suppliers are reviewed and the quality of the deliveries is monitored; immediate corrective action is taken if required.

Personnel

TVO ensures that the personnel perform work tasks in a responsible manner, displaying motivation, competence and commitment to observing procedures that have been agreed on.

TVO ensures that the personnel resources of the Company are sufficient to achieve the objectives set for the Company. The availability of competent professional staff is ensured by a competitive

pay scale that encourages effective performance of work, good daily practices and achievement of long-term objectives.

The principles of the human resources policy are implemented in good cooperation with the personnel.

TVO's objective is a work community based on equality, where no discrimination is allowed and where the achievement of equality is promoted. All employees are offered equal opportunities for professional and career development regardless of their sex or age.

TVO provides opportunities to the personnel to maintain and develop their working ability.

Occupational safety

The objective of the Company's occupational safety efforts is to promote health and occupational safety in compliance with the zero-accident philosophy.

TVO maintains a good work place atmosphere and working conditions. The Company and the staff do not approve discrimination, harassment or bullying in the work place. The occupational safety objective of everybody working in the plant area is to look after their own safety and the safety of their colleagues. Occupational safety is considered in all operations.

Communications

TVO communicates about events in the company and in the Olkiluoto nuclear power plant in an open manner and promotes public knowledge about nuclear power. TVO considers it important to ensure the interest groups' awareness of the necessity, properties and environmental impact of nuclear power.

Olkiluoto Visitors' Centre serves everybody interested in the operation of the Company with an exhibition open to all visitors.

The Company acts as a good corporate citizen. Internal communications ensure that the personnel are swiftly informed about any special events that may influence the operation of the plant and the Company, and are always aware of the Company's policies and decisions as well as of both financial and production status.