

GROUP-LEVEL POLICIES

The group-level policies have been approved in the meeting of TVO Group's Management Board on November 9th 2020.

Safety culture

TVO Group and its entire personnel are committed to a high standard of safety culture.

Safety culture is comprised of organisational practices and individuals' attitudes. Thanks to the safety culture, all factors that affect the nuclear power plant's safety will receive attention in proportion with their significance and are given priority in decision making.

Group-level policies

TVO Group and its personnel comply in their actions with the policies defined by the Group.

Applicable laws, decrees, and official regulations as well as international agreements are strictly followed. TVO Group sets objectives for its operations, which are stricter than those set out in the applicable laws.

Issues are dealt with transparently within the Group. Reporting of development needs, detected shortcomings, nonconformances and errors is encouraged.

TVO Group requires its partners and their personnel working at Olkiluoto to be committed to the high safety culture and high-quality operating methods. This means that the companies and personnel in a direct or indirect contractual relationship engage in responsible operations according to TVO Group environmental, nuclear safety and quality policy, and information security principles.

Policy on nuclear safety and quality

The nuclear safety and quality policy includes nuclear safety, radiation protection, nuclear material supervision and quality.

Nuclear safety

TVO Group is committed to maintaining operating conditions where efficient procedures can be implemented by taking safety, quality, and costs into account. This ensures the capacity to also produce competitive electricity in a safe and reliable manner over the long term.

TVO Group's operations shall not cause any damage to people, the environment or property.

Radiation protection

In all their radiation protection activities, TVO Group and its personnel are committed to following the ALARA (As Low As Reasonably Achievable) principle. According to the principle, individual and collective radiation doses are kept as low as possible by practical measures.

Restricting the amount of doses and keeping the amount of radioactive emissions as low as possible are already accounted for when designing the structures and functions. All employees shall observe matters affecting radiation protection in their work.

In addition to authority guidelines, the development of radiation protection operations also takes international recommendations into account.

Nuclear safeguards

TVO Group takes good care of nuclear material and ensures that it does not get into the hands of unauthorized persons.

Quality

Work practices of a high standard are followed within TVO Group, which creates a basis for safe and economically efficient operation.

The professionals in nuclear industry who work at TVO Group are expected to show unfaltering compliance with procedures and verified execution of their own work. On the level of individual employees, this refers to a prudent approach to work, i.e., compliance with the STAR principle (Stop, Think, Act, Review) The personnel shall be aware of the safety significance of their work and utilise methods developed for the management of human errors which are employed in the Group.

Risk management is implemented on a regular and consistent manner. Any risks affecting operation, and in particular safety, are identified already at the operational planning phase.

We consider our internal and external customers equally important. We perform all work tasks appropriately, according to schedule, and with high quality.

TVO Group develops co-operation with its suppliers so that the safety, availability, and environmental friendliness of the plant units remain at a high international level.

Corporate social responsibility policy

The corporate social responsibility policy covers the environment, energy efficiency, procurement, personnel, occupational health and safety, and communication.

Environment and energy efficiency

TVO Group operates in accordance with the principle of sustainable development and produces environmentally friendly nuclear electricity. The Group recognises the environmental and energy aspects of its operation and minimises the related adverse impacts at all phases of electricity production. Operational objectives are specified in compliance with the principle of continual improvement. TVO Group monitors the impact that its operations have on the state of the environment, and when necessary, launches immediate corrective actions. TVO Group ensures that the personnel and other persons working at the Olkiluoto nuclear facilities have competence and expertise in matters related to the environment and energy efficiency.

The objective of TVO Group is to prevent and further reduce the already low emissions of radioactive substances. Abnormal events in the plant process are anticipated and preparedness for the prevention of environmental damage caused by them has been established.

TVO Group acknowledges the importance of its overall responsibility for all the phases of the fuel cycle. The Group monitors and supervises the management of environmental issues implemented by the fuel suppliers. TVO Group requires the suppliers to assume responsibility for the securing and development of living conditions in the surroundings of uranium production and processing plants, taking indigenous peoples into consideration. Fuel management extends from the uranium mines all the way to final disposal according to the “from bedrock to bedrock” principle.

TVO Group is committed to improving the efficiency of energy production. The Group monitors its own energy consumption and improves its efficiency by taking energy aspects into account in the operations. Plant unit modernisation projects are implemented to improve the energy efficiency of the power plant process. Opportunities for improvement of energy efficiency are

considered in investments, modifications and procurement. The level and performance of energy efficiency are also reported on in the annual environmental report.

TVO Group minimises the amount of waste through the improvement of the use of raw materials and the reuse of waste. The goal is to increase the relative share of waste delivered for reuse and to decrease the amount of radioactive waste. TVO Group also takes efforts to reduce the amount of spent fuel through optimisation of the use and properties of fuel.

Sustainable utilisation of the environment is taken into account in the development of the Olkiluoto area and expansion of operations. The design and construction of any new nuclear power plant units aims to minimise harm and disruption to the environment.

Procurement

TVO Group employs procurement activities of a high standard to ensure safe, competitive and reliable production as well as the long service life of the plant units.

The products and services purchased by the Group are required to meet the requirements for safety, quality and the environment which the Group has specified. The availability of requisite products and services is ensured by means of long-term agreements based on mutual trust and partnership.

Factors particularly emphasised by TVO Group in the selection of suppliers include the continuity of the supplier's operation, security of supply, management of quality and environmental aspects, as well as competitiveness, with domestic and local suppliers given priority. Supplier assessments are based on the safety significance of the products and services to be ordered. The quality of deliveries is monitored and when necessary, corrective actions are taken without delay.

TVO Group conducts its relations with the supplier chain and business partners in a responsible and ethical manner. TVO Group expects its partners to uphold a high level of safety culture and responsible practices in their own operations.

Personnel

The objective of TVO Group is to ensure that the whole personnel is motivated, carry out their tasks in a responsible manner and commit to observing the agreed practices and procedures.

TVO Group makes sure that the human resources of the Group are competent and adequate to guarantee the achievement of the objectives specified for the Group.

TVO Group offers the employees opportunities for self-development in their work and profession and for the improvement of their competence by taking advantage, according to their own individual needs, of the training programmes provided by the Group. TVO Group offers competitive rewards and encourages employees to work profitably, to meet their goals, and to work to a high standard every day.

TVO Group provides its personnel with opportunities for the maintenance of their work ability. The principles of the HR policy are implemented through good cooperation with the personnel. The objective of TVO Group is to ensure the equality and well-being of the work community where no discrimination is approved and which promotes the implementation of equality.

Health and safety

The goal of health and safety activities in TVO Group is to promote health and occupational safety by a proactive approach.

A good atmosphere is maintained in the work community within the Group, ensuring good working conditions as well as equality of

treatment. We do not approve of any form of harassment or bullying in the workplace.

The goal of every employee in terms of occupational safety is to look after the safety of oneself and others. When making plans and decisions related to occupational health and safety, TVO Group is committed to consultation and participation of workers, and their possible representatives.

Communication

TVO Group increases mutual trust by supporting open and responsible interaction with all of its stakeholders in the local region, the Finnish society and the international cooperation network of the nuclear industry.

The Group promotes public knowledge about and acceptance of nuclear power by participating in social debate and communicating transparently about operations and events at the Olkiluoto nuclear facilities.

TVO Group uses internal communication to support an interactive work community culture and ensures that the personnel understand the goals and policies of the Group and are aware of the Group's financial and production situation.

TVO Group's contact with stakeholders is based on high ethical principles and thus reinforces confidence in the operation of both the Group and the stakeholders, posing no threat to the reputation or objectivity of either.

Sponsorship of culture, sports, research and non-profit activities is part of the corporate social responsibility of TVO Group. Factors considered in the selection of cooperation partners and sponsorship recipients include reputation, values and compatibility with the strategic objectives and principles of the Group. Finnish origin, a ground-breaking role, reliability, and interaction are some of the key selection criteria.

Production policy

The production policy covers the operation and maintenance of the plant, and the expansion of the production capacity.

Operation and maintenance

The objective of the operation and maintenance activities implemented by TVO Group is to ensure uninterrupted, predictable and competitive electricity production. Nuclear and operating safety are always given priority.

Plant safety and reliability are developed systematically. Modification and renovation projects are implemented at the plant in accordance with pre-approved plans to ensure an as long service life as possible for the plant.

Systematic test and inspection activities of an appropriate scope are carried out to verify the safe and reliable operation of the plant.

Plant maintenance operations are implemented in a well-planned manner, predicting potential disruption situations, and preparing for the measures the situations require.

Expansion of production capacity

TVO Group follows development in nuclear power technology and participates in international cooperation both with power plant suppliers and with nuclear power companies.

The electrical output of the existing plant units in Olkiluoto will be increased where possible by taking advantage of the latest available technology.

The best economically feasible technology that minimises environmental impacts over the entire life cycle of the plant unit is applied in the design and implementation of Olkiluoto 3.

Corporate security policy

The corporate security policy covers the safety of production and operation, personnel safety and facility security, rescue and emergency preparedness, and information security.

Safety of production and operation, personnel safety, and facility security

Procedures related to safety and security are implemented in a systematic, proactive and comprehensive manner. The procedures are designed to guarantee the safe operation of the plant, as well as the physical integrity of the personnel and others working at the plant.

Rescue and emergency preparedness

TVO Group maintains and develops preparedness for special conditions. Exercises in rescue and emergency operations are arranged systematically and regularly.

TVO Group maintains at all times its awareness of risks related to the company, the personnel and the operating environment.

Information security

Information security procedures are in TVO Group designed according to the significance and risk of each function. The objective is to secure nuclear safety, financial interests and the privacy protection of the personnel, to verify the availability of correct and reliable information, and to avoid any damage resulting from information processing.

TVO Group's information security procedures cover the availability, authenticity, and confidentiality of information, as well as procedures for the management of access rights.

Group employees are granted access rights to the Group's information and information systems as required for the performance of their work tasks. Disclosure of information to third parties is only allowed when this is in the interest of the Group. Information disclosed by other parties is in TVO Group processed using at least the information security procedures used or required by the disclosing party.