

# SUSTAINABILITY IN FIGURES

In this Sustainability Report, we have compiled our economic, environmental and social initiatives, and achievements.

Content: **General** **Environment** **Economy**

## Sustainability General

### AN OVERVIEW BY OUR CEO



#### RESPONSIBILITY IS PART OF MIRKA'S IDENTITY AND A NATURAL PART OF OUR BUSINESS OPERATIONS.

The objective of Mirka's business strategy is long-term, profitable growth, allowing us to ensure **sustainable development**.

As markets globalise, responsibility becomes more important. It is particularly notable that working environment and occupational safety perspectives, alongside the significance of **environmental responsibility**, are being emphasised increasingly in all collaboration with stakeholders. We want to **work proactively** on corporate responsibility and stand out as a pioneer of sustainable development in our sector.

In recent years we have invested specifically in the further development of **occupational health and safety**, and are aiming for **zero workplace accidents** throughout all of our units.

We also want to be involved in developing our customers' working environments, by offering innovative, comprehensive **dust-free sanding solutions and ergonomically designed sanders**.

We also aim to continually enhance our environmental responsibility by shifting to more **environmentally friendly forms of energy and raw materials**.

Open communication and listening to our personnel are key to the company's successful growth. At Mirka, we want to involve our personnel in the planning of operations.

### EMPLOYEES

#### EMPLOYEES FEMALE/MALE 2018

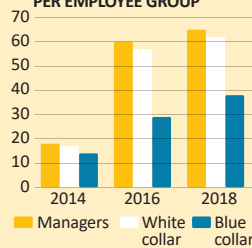


Employees Finland, Total 796



Employees Subsidiaries, Total 645

#### TRAINING HOURS PER EMPLOYEE GROUP



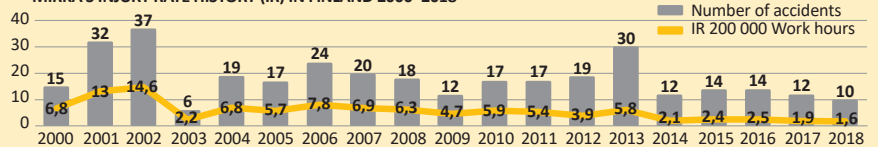
#### EMPLOYEES RECEIVING APPRAISAL AND PERFORMANCE REVIEWS 2018



#### WORKFORCE TRAINING HOURS PER PERSON PER YEAR



#### MIRKA'S INJURY RATE HISTORY (IR) IN FINLAND 2000-2018



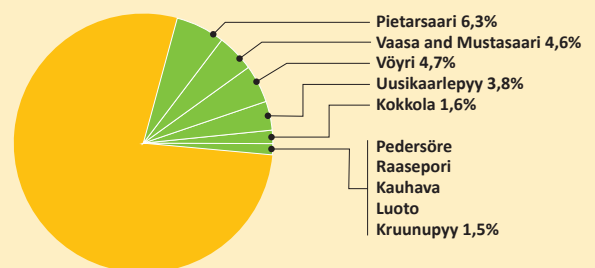
### SUPPORT OF LOCAL SUPPLIERS 2018 (FINLAND)

We always use local suppliers whenever possible.

#### Supplier expenses to local municipalities 2018

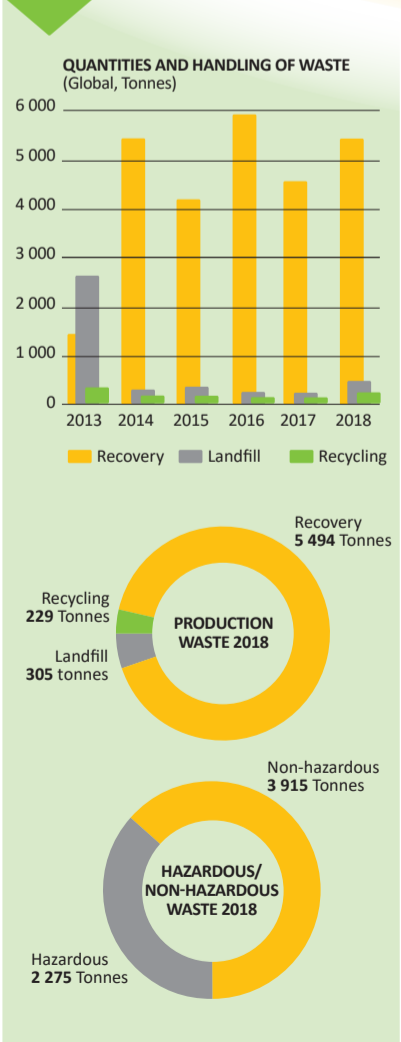
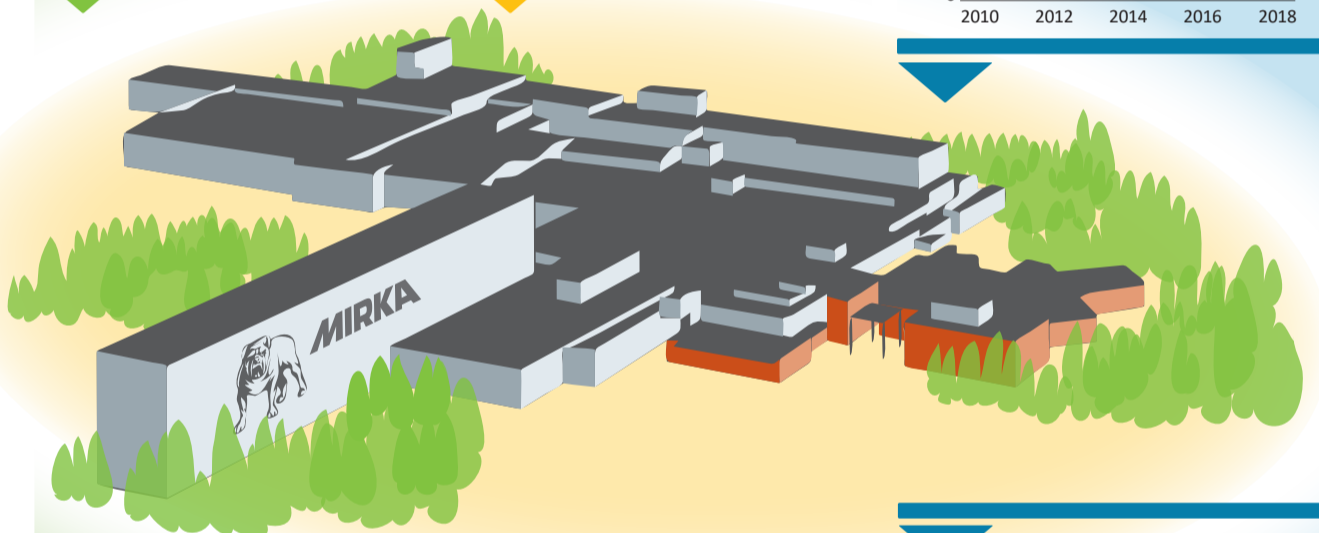
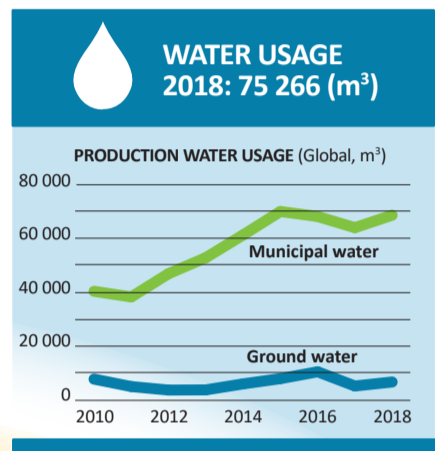
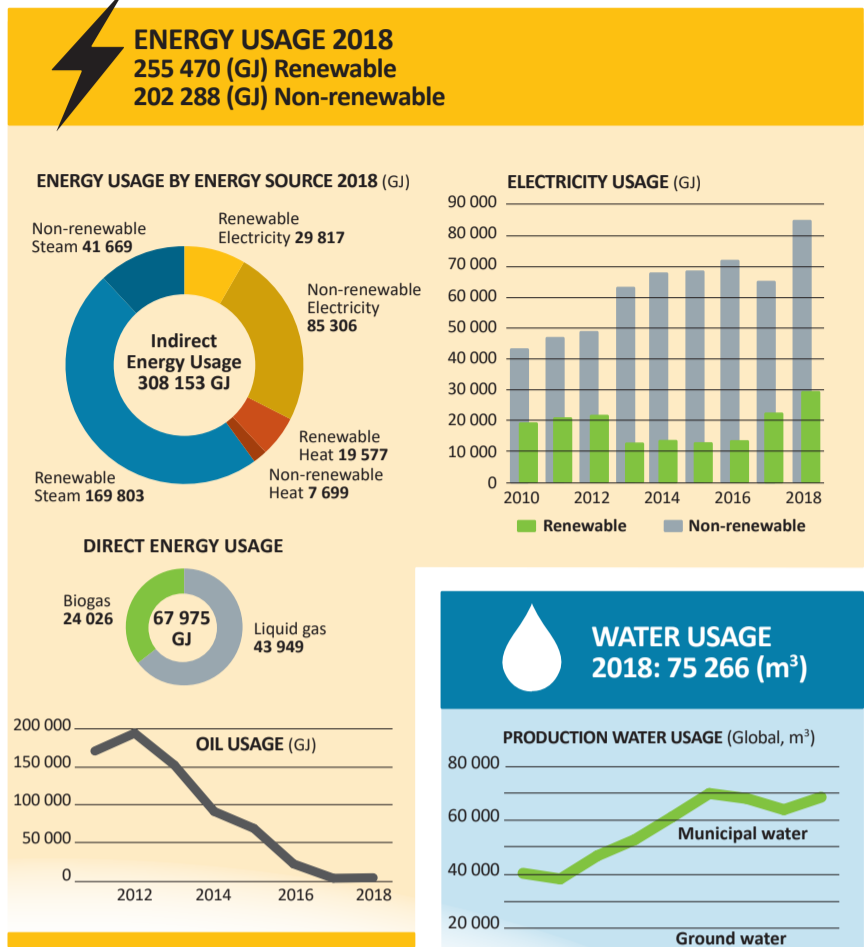
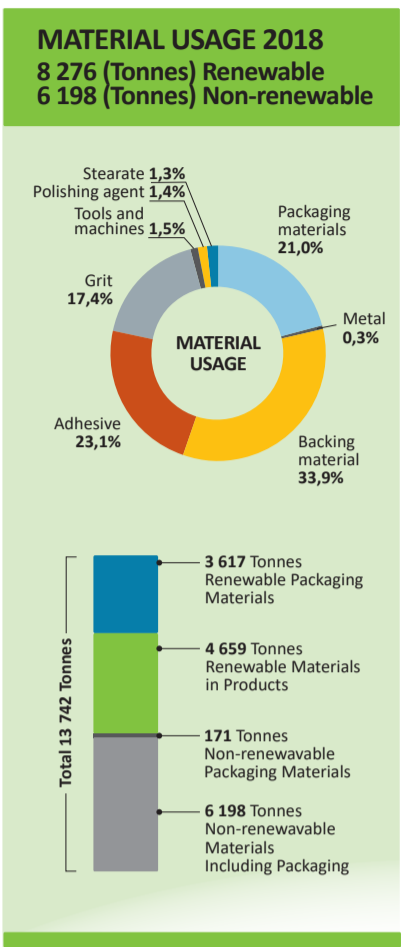
(< 100 km from all four of our manufacturing sites in Finland)

22,5% of total expenses



# Environmental Sustainability

At Mirka we continually improve our environmental responsibility by shifting to more environmentally friendly forms of energy and raw materials.



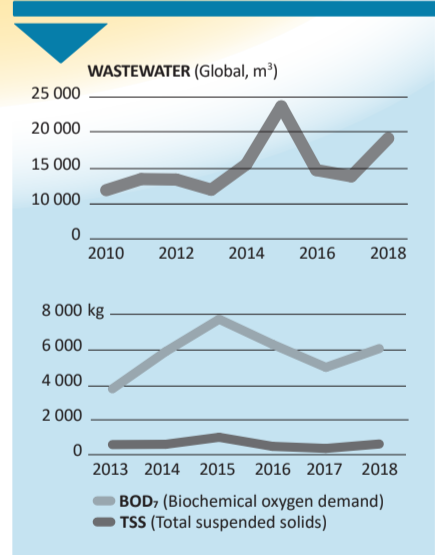
### TONNES CARBON DIOXIDE (CO<sub>2</sub>)

	2017	2018
<b>Jeppo</b>		
Adven (biofuel)	7 071	6 395
Propangas	2 821	3 192
Electricity	5 036	5 033
<b>Oravais</b>		
Adven oil	43	104
Electricity	1 122	1 349
<b>Karis</b>		
Propangas	615	777
Electricity	529	604
<b>Jakobstad</b>		
Electricity	961	982
<b>Belgium</b>		
Electricity	109	
<b>Cafro</b>		
Electricity	286	
<b>Total</b>	<b>18 893</b>	<b>19 673</b>

**TONNES CO<sub>2</sub> FROM COMPANY CARS 2018 (Equivalent)**

- Finland 144
- Subsidiaries 2 170

**CARBON DIOXIDE (CO<sub>2</sub>) 2018: 21 987 TONNES**



**PRODUCTION WASTE 2018 6 028 TONNES**

# Profitable business ensures sustainable development

Good financial performance provides a stable basis for our social and economic responsibility, as well as for realising and further developing our environmental responsibility. Our objective is self-sufficient, sustainable development of operations.

DIRECT ECONOMIC VALUE GENERATED 2018

