



# OPERATING PRINCIPLES

MSK Group is a down-to-earth, honest, strong, international and responsible multi-industry family corporation.

MSK Group and its subsidiaries are guided by the following values:

- MSK Group is a steadily developing, multi-industry, high technology family corporation. The corporation has its feet firmly on the ground and its goals up high.
- MSK Group is a genuine, upright and honest partner with open, fair and sincere people. Its employees are listened to and taken care of.
- The basis of our steady operation and secure financial position is a persistent and prudent business culture. Our competitiveness comes from efficiency, quality and flexibility.
- MSK Group products and services are sold all over the world and our aim is to keep strengthening our position in the global market. The success of our customer is the basis of our operation, also safeguarding our future.
- Responsibility guides our operations. In everything we do, we take the environment, our staff, society and stakeholders into account.
- We are an equal opportunity employer and we are committed to promote diversity and inclusion in the workplace.

Our operating principles regarding quality, employees and the environment are:

- The goal of each of our employees is to continually improve and develop the quality of our products and services and to make us more competitive.
- Training and continuous development ensure our staff is skilled and capable.
- We value natural resources and the environment. Our goal is to reduce any environmental effects our operations may cause to water, air and the ground.
- We make long-term investments to improve energy efficiency.

As responsible members of our society, we follow official rules and obligations, as well as other laws and regulations set by our society.

Kauhava, 8.2.2023

Timo Lehtioja

Group CEO

**MSK Group Oy**

MSK Cabins Oy, MSK Plast Oy,

MSK Matec GmbH, MSK Cabins s.r.o., BT-Form s.r.o.

Junkkari Oy, Juncar Oy