

Nordic Morning Plc

Nordic Morning Oyj

GRI application

Key figures for Social Responsibility

Nordic Morning Oyj

PL 110

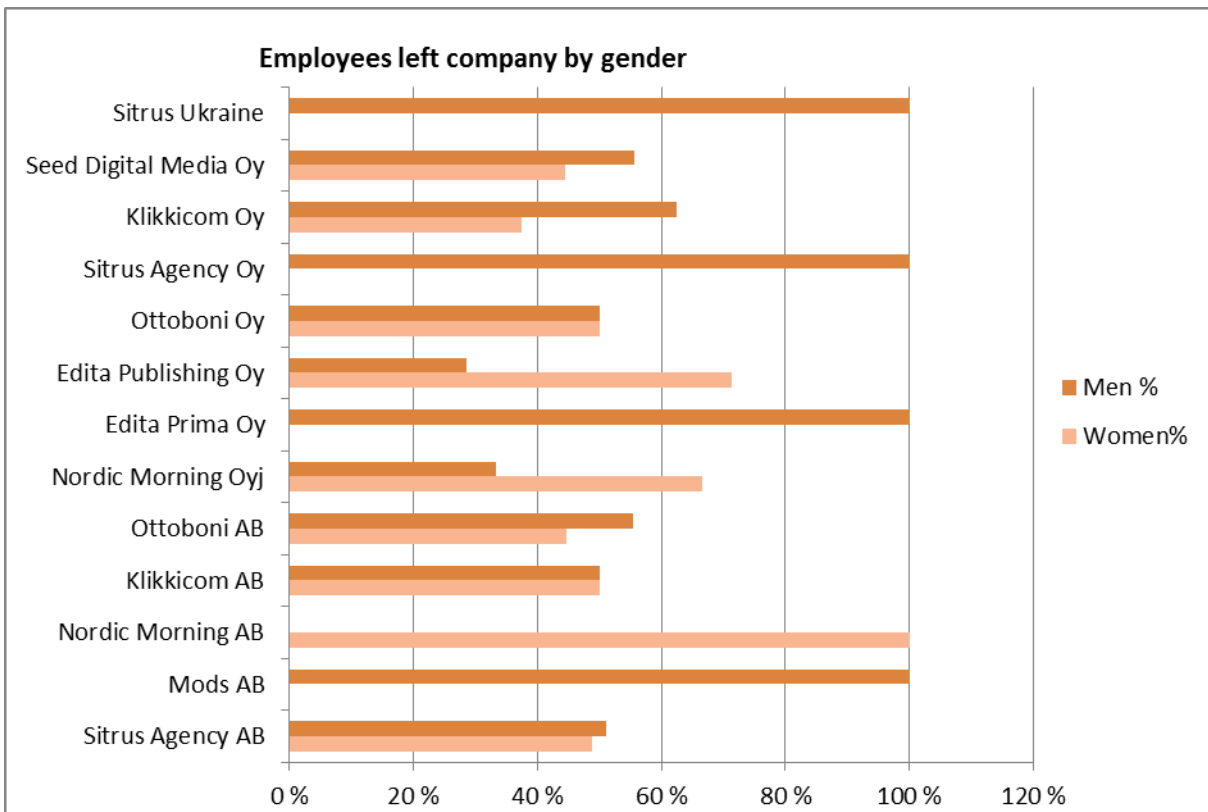
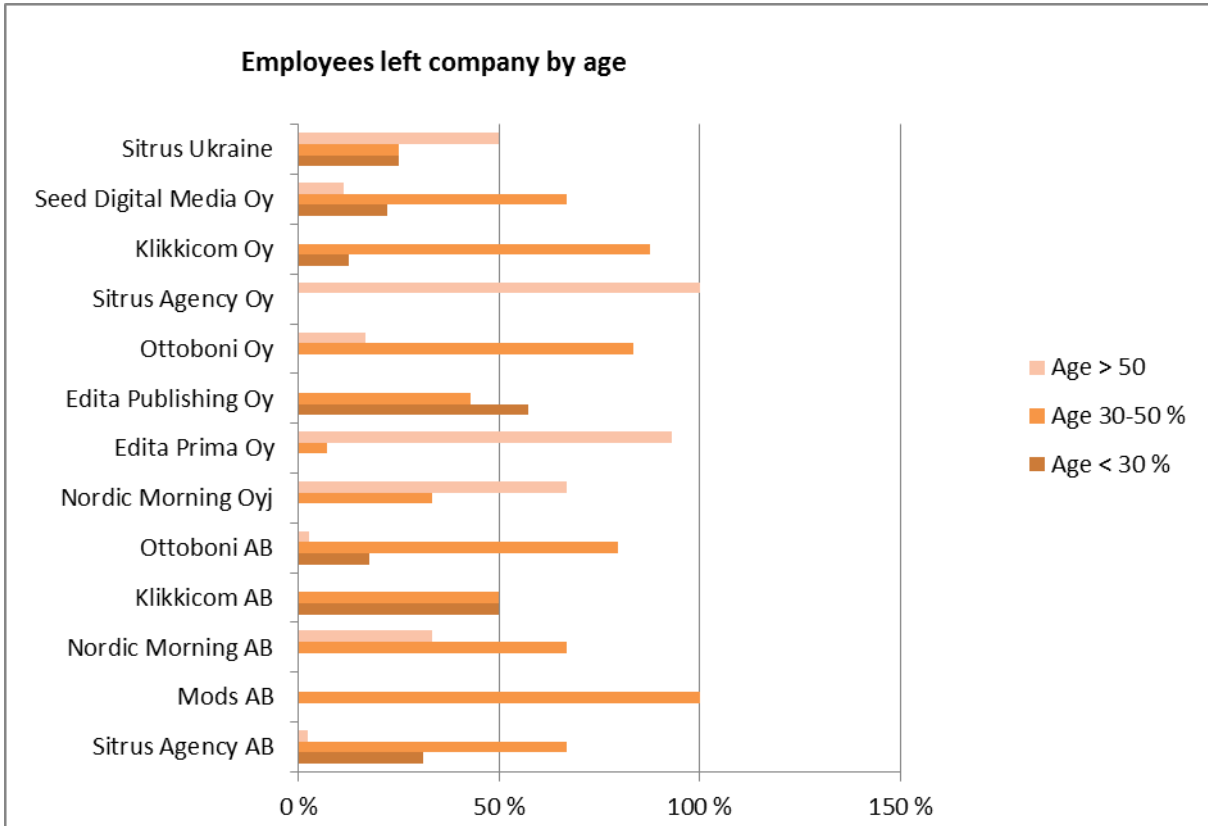
00043 NORDIC MORNING

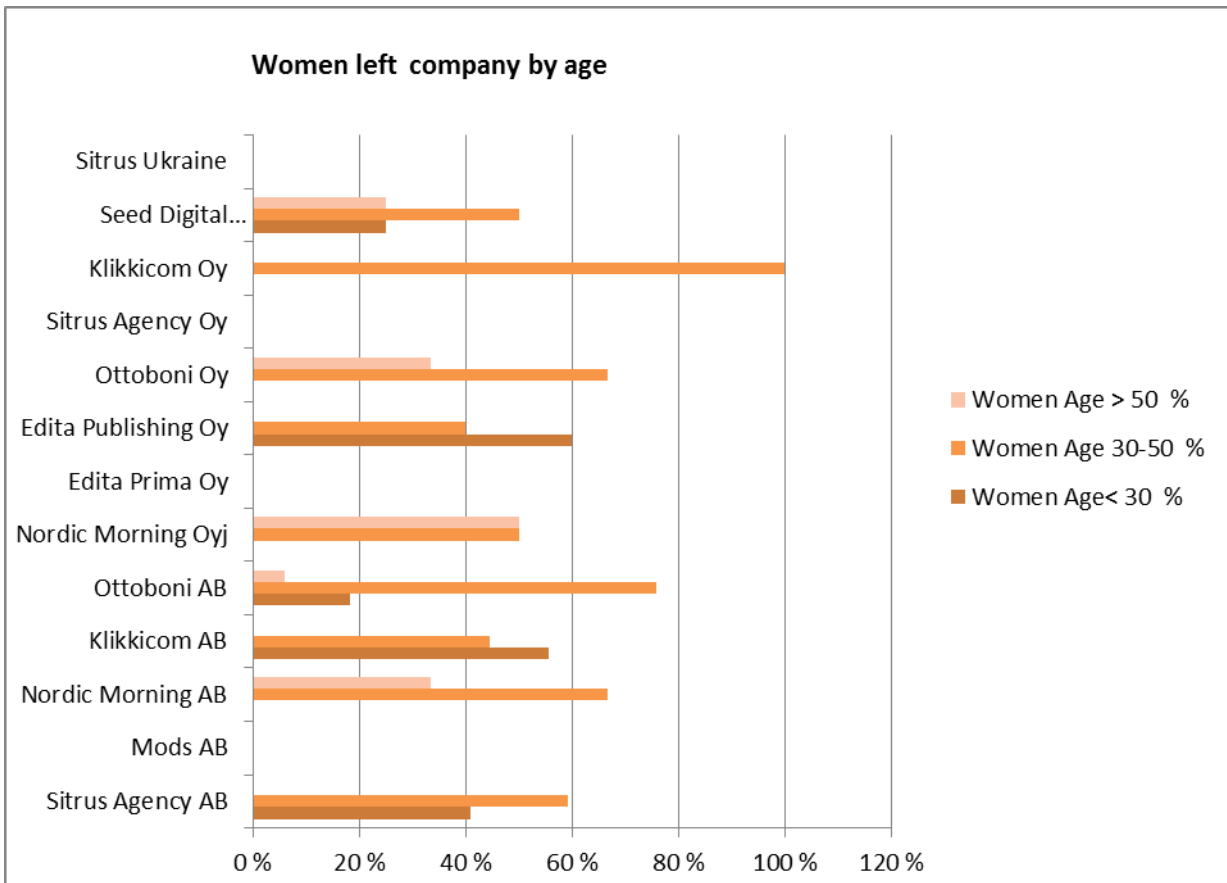
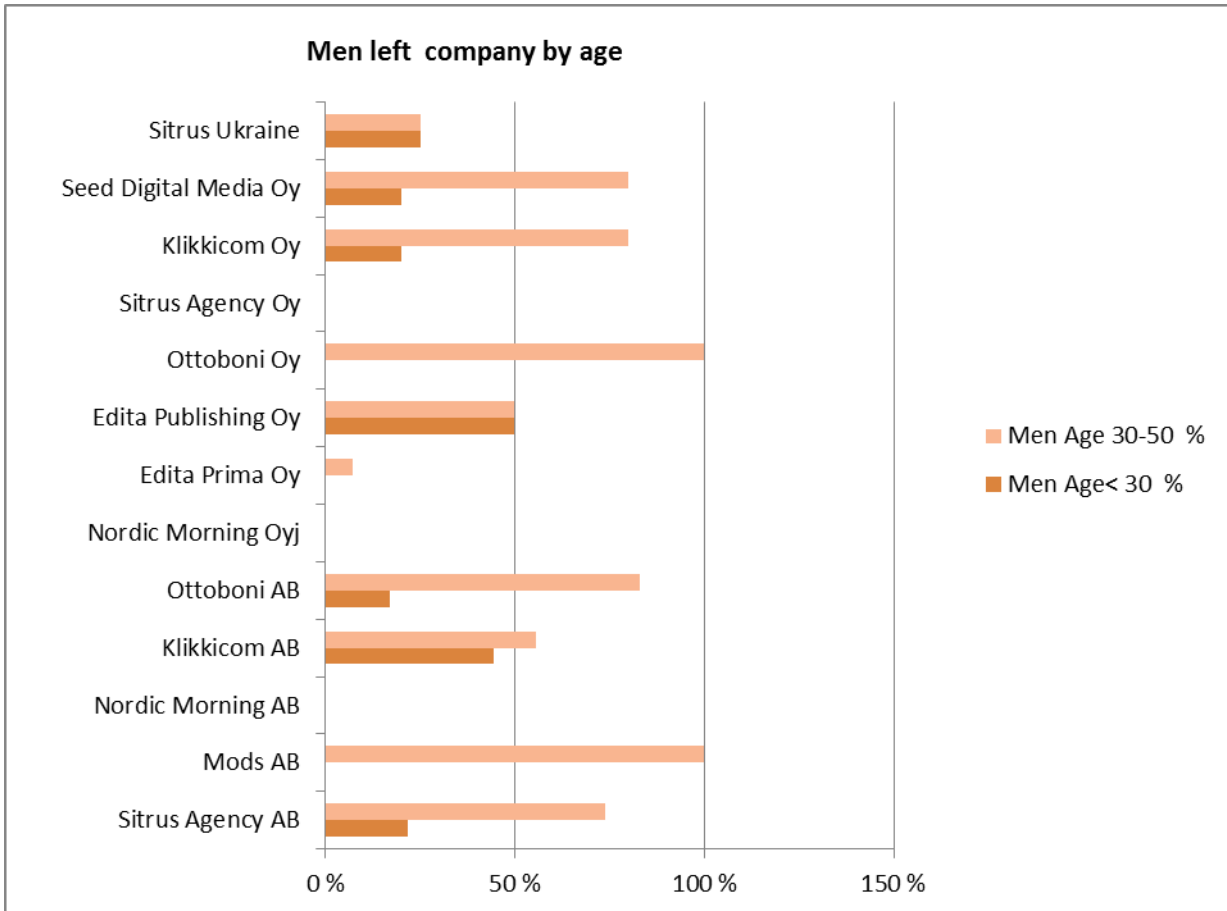
Y-tunnus 0912752-6

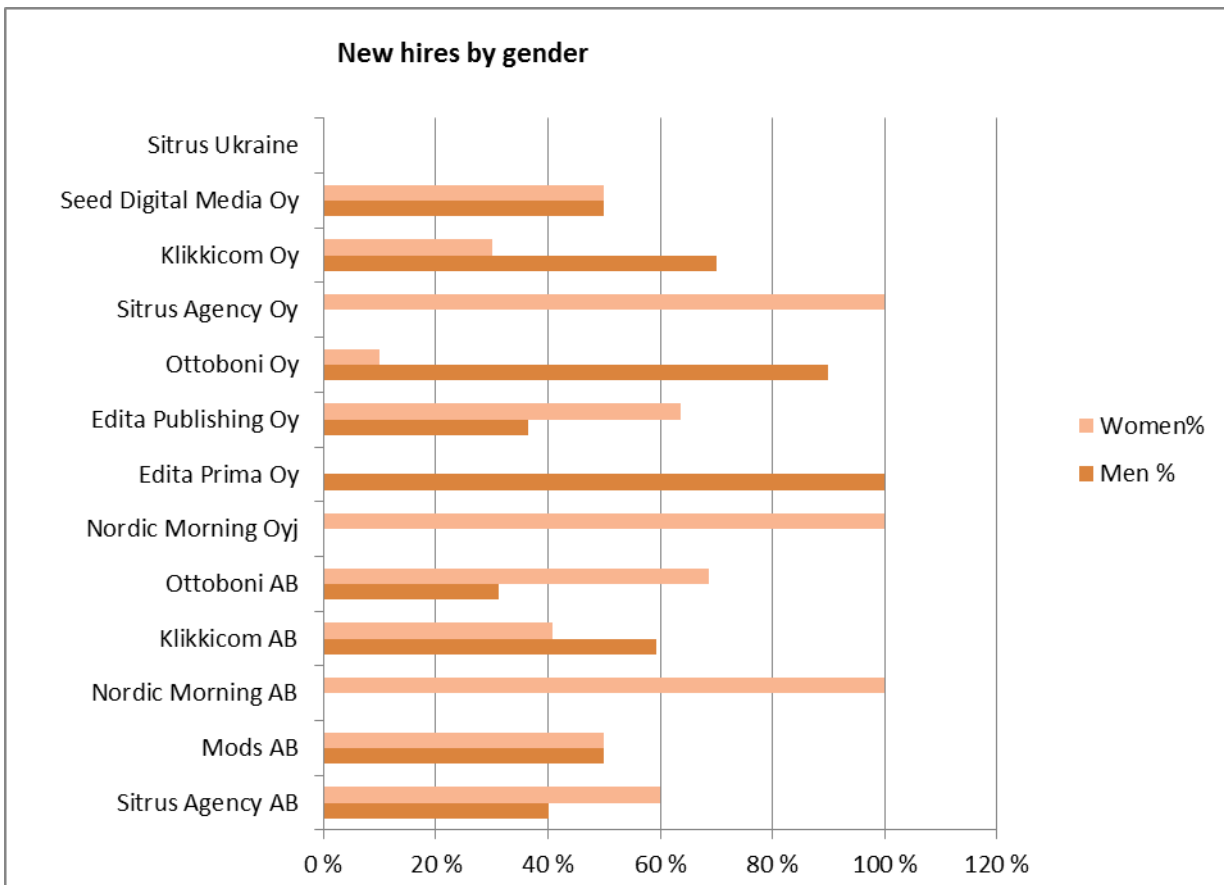
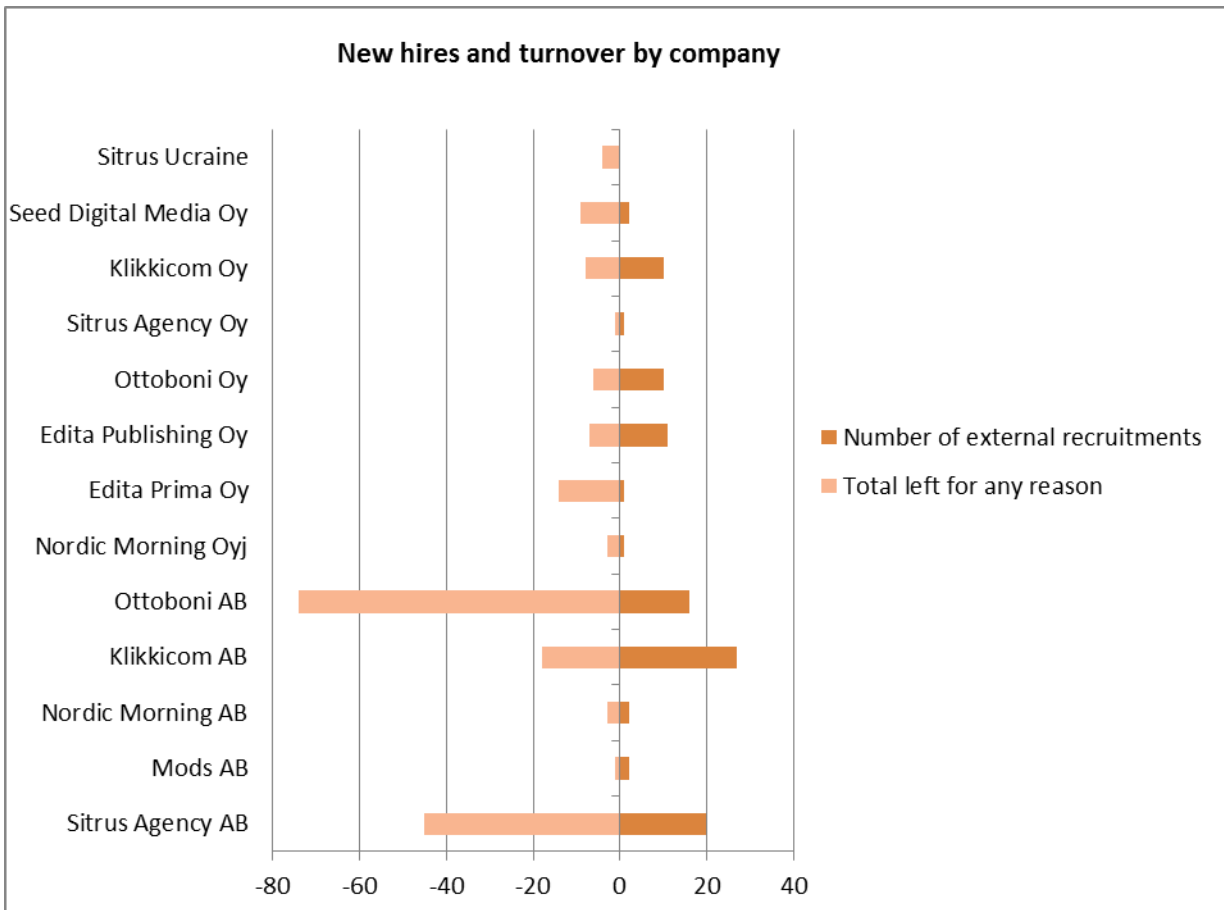
## Content

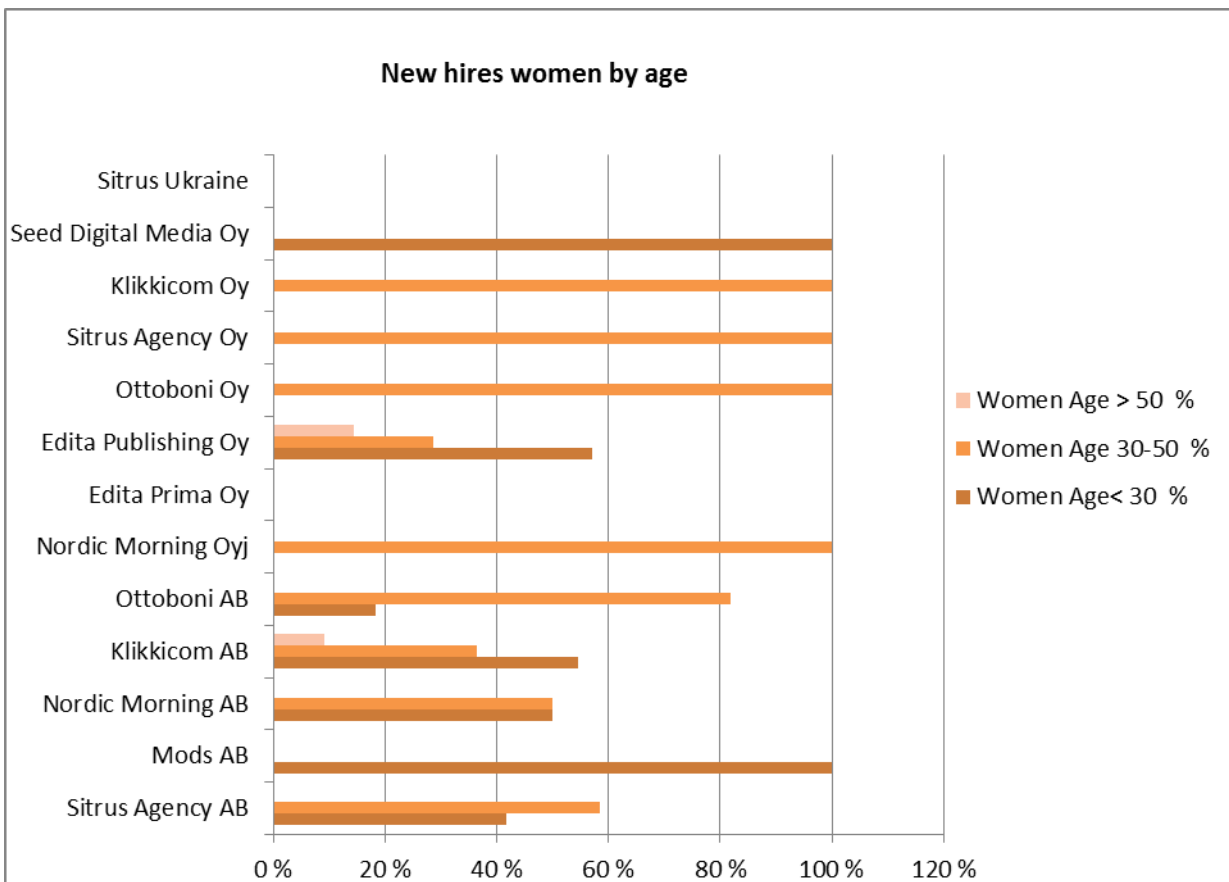
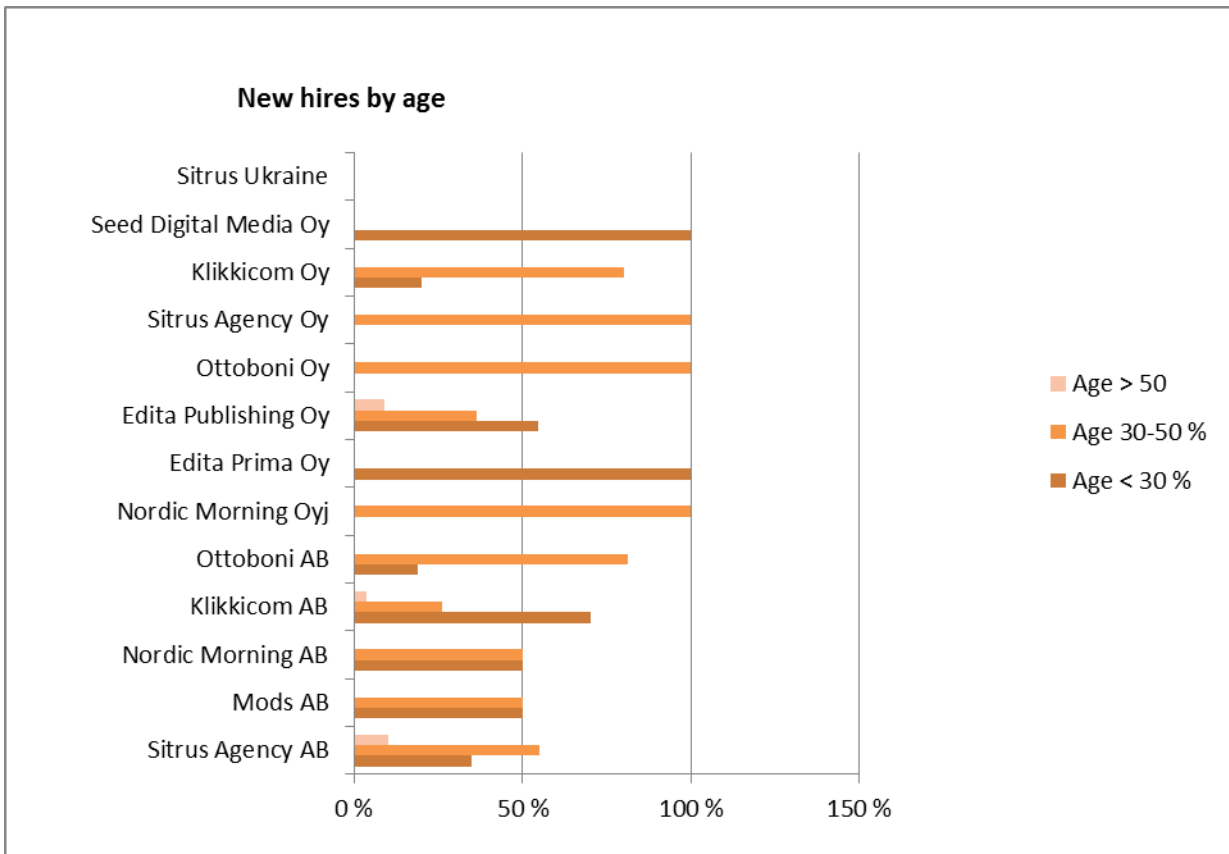
G4- LA1 Total number and rates of new employee hires...	3
G4-LA6 Type of injury and rates of injury, occupational diseases...	7
G4-LA7 Workers with high incidence or risk of diseases...	8
G4-LA9 Average hours of training per employee by gender...	9
G4-LA11 Percentage of employees receiving regular performance...	9
G4-LA12 Composition of governance bodies and breakdown...	10

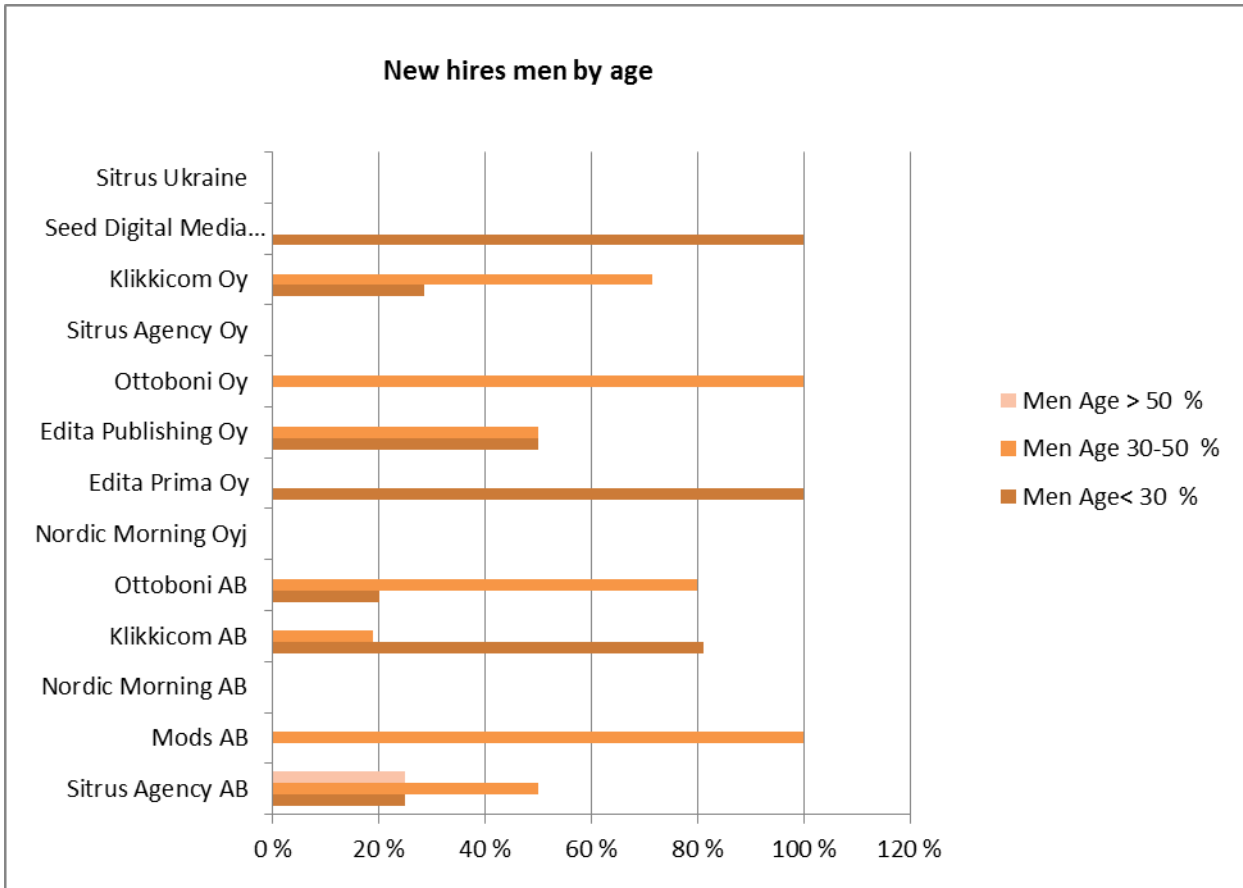
G4- LA1 Total number and rates of new employee hires and employee turnover by age group, gender and region







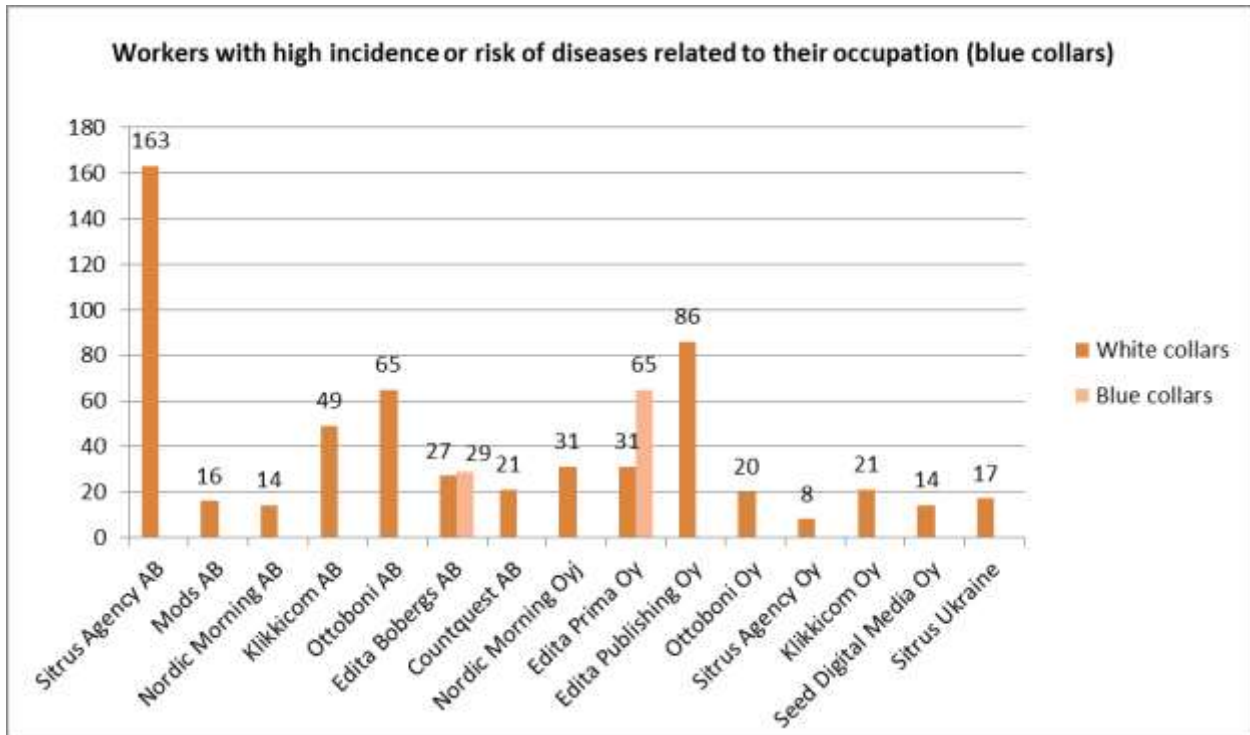




G4-LA6 Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work related fatalities, by region and by gender

WORKING ACCIDENTS	NORDIC MORNING OY	EDITA PRIMA OY	EDITA PUBLISHING OY	OTTOBONI OY	SITRUS OY	SEED DIGITAL MEDIA OY	KLIKKI OY	Total Finland	SITRUS AB	OTTOBONI AB	EDITA BOBERGS AB	MODS AB	NORDIC MORNING AB	KLIKKI AB	Total Sweden	Total Group
Total amount of working hours	58 920	191 850	147 127	36 473	15 338	24 244	37 413	511 364	259 200	117 000	113 400	28 800	25 200	75 600	619 200	1 130 564
<b>WORKING ACCIDENTS</b>																
Number of working accidents		2	1					3		1					1	4
Sick leave days (total)		25	46					71		28					28	99
No of acc with ≥1 day (1-3 days)																
No of acc with >3 day (4- days)		2	1					3		1					1	4
LTIF (1)	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
LTIF (3+)	0,00	10,42	6,80	0,00	0,00	0,00	0,00	5,87	0,00	8,55	0,00	0,00	0,00	0,00	1,61	3,54

## G4-LA7 Workers with high incidence or risk of diseases related to their occupation (blue collars)

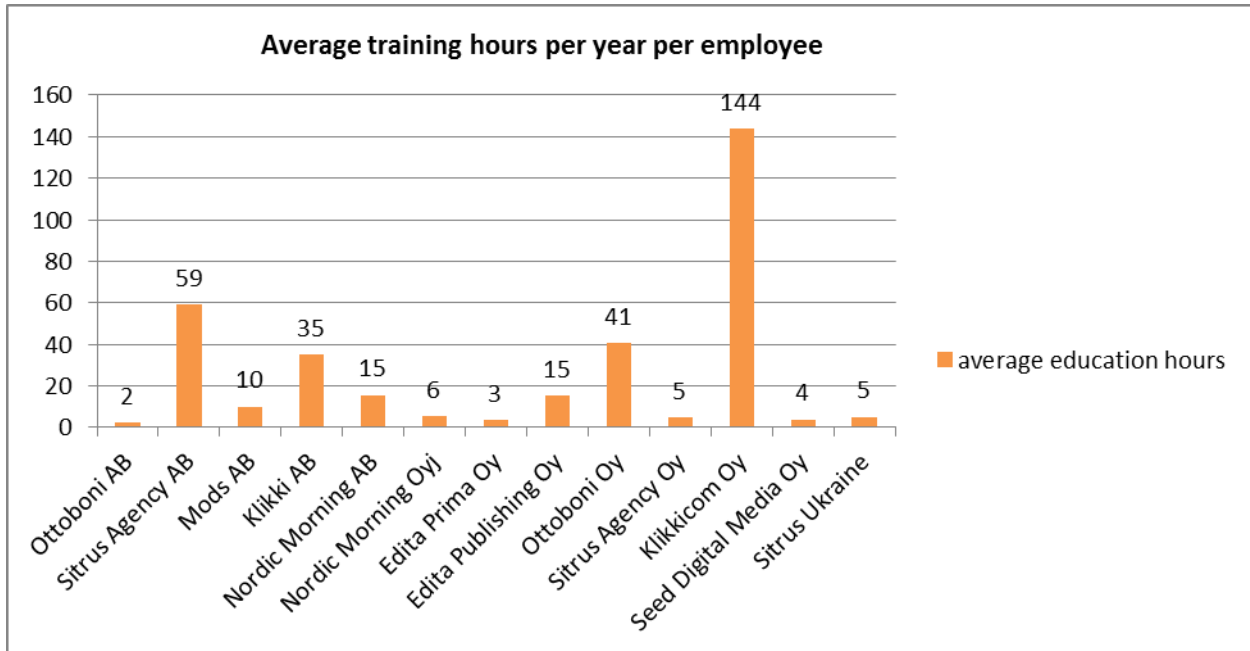


### Preventive methods used in production:

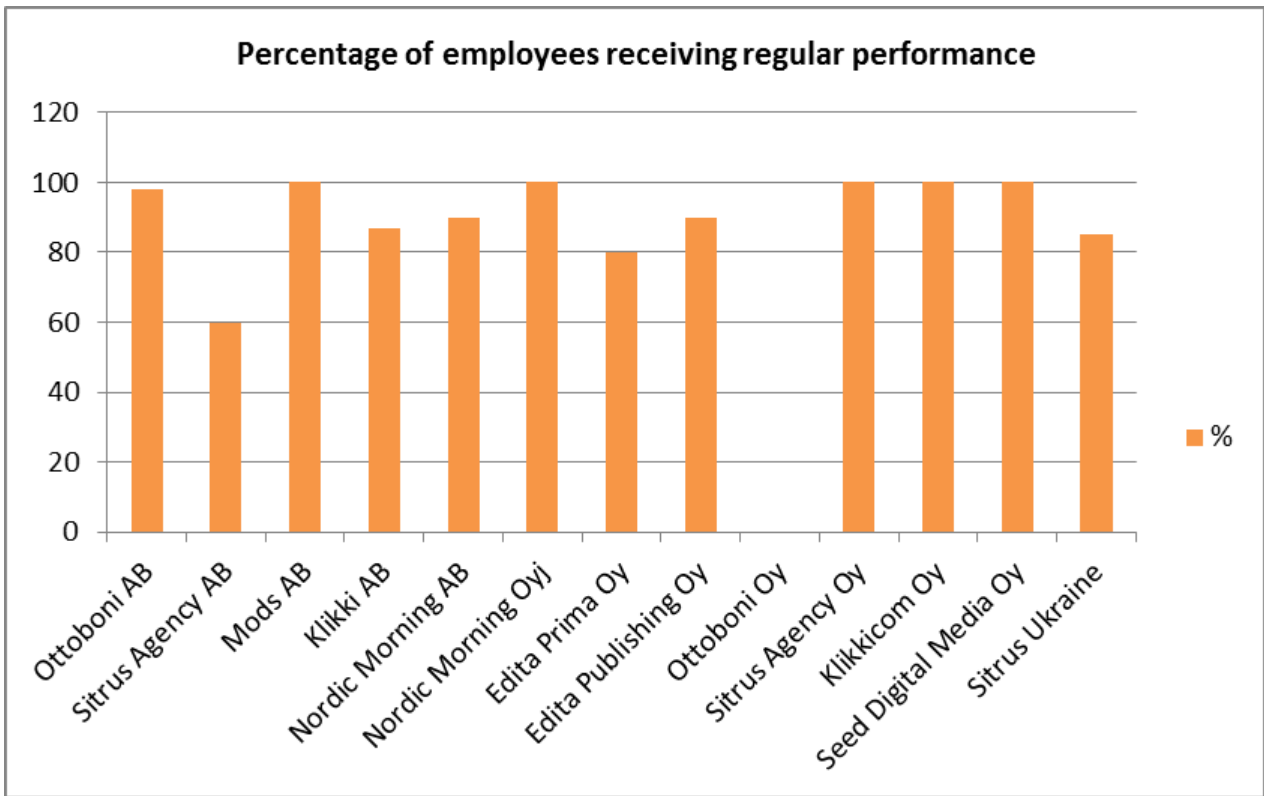
- Risk assessment with Riski Arvi tool
- OHS committee discusses regularly how to prevent accidents and goes through possible accidents at work
- Work environment reviews with occupational health service provider, special focus on psycho-social pressure
- Audits by OHS authorities
- Regular safety walks (observation)
- Methods to prevent accidents is discussed at team meetings on regular basis to enhance safety culture
- Thorough study of accidents
- Continuous focus on clean working place, faultless function of working equipment and work environment
- Clarity on manager's responsibility for maintaining a safe work place
- Protective clothes used by employees
- Understanding risks of using chemicals, safety instructions always available for employees
- Introduction procedures where safe working methods are described
- Regular maintenance checks on printing machines
- Continuous focus on employees' competence



G4-LA9 Average hours of training per employee by gender and by employee category



G4-LA11 Percentage of employees receiving regular performance and career development reviews, by gender and by employee category



G4-LA12 Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.

