




Robit[®]

Bulletin

Robit Plc Customer Magazine

1 | 2016



**In the heart of
Minnesota's Iron
Range**

**Drilling and blasting
underground in Hong
Kong**

**Building
a new
Helsinki
skyline**



“There is always room in the market for a high-quality operator.”

Dear Reader

2016 is an important year for me personally: It is my first year as Robit's Group CEO. What made it easier for me to step into this demanding role was the excellent path paved by my predecessor, **Jussi Rautiainen**. Jussi was CEO for 11 years, and he drove the company from one success to the next – for that he deserves a big thank you and a tip of the hat. My previous positions as CEO of Robit's Korean company and head of the Finnish manufacturing company will definitely help me in my new role. Jussi will continue the efforts to promote Robit's growth as part of the company's M&A team.

Global growth is at the core of our strategy, and to support it we have established a sales company in Lima, Peru, and a sales office in Bangkok, Thailand. We have otherwise also completely revamped our global sales organisation. Whereas before we had five sales areas, we now have eight: North America, South America, Africa, Europe, Russia, Middle East, Asia and Australia, each of which has been appointed its own Vice President. Thanks to this new set-up, reporting will improve and we will be able to monitor our sales development and the

impact of our efforts with greater accuracy.

In an effort to achieve clarity and efficiency, we have also reorganised the company into three strategic business units. Our two more traditional business cornerstones, Top Hammer and Down the Hole, are now joined by the Digital Services unit. Its significance will undoubtedly grow considerably in the years ahead, as Industrial Internet and cloud service applications continue to expand.

My role as CEO will be highly sales-focused and customer-oriented. Although no appreciable growth in the construction or mining industries is expected this year overall, Robit is still in an excellent position to grow its market share. There is always room in the market for a high-quality operator.

Wishing you a successful year!

Mikko Mattila
CEO

Robit



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Deep in the heart of the Iron Range

U.S. Route 53 traverses the state of Minnesota, from Duluth at the southwest end of Lake Superior, ending 240 km later at the Canadian border. On its way it crosses the so-called Iron Range, an area rich in iron ore, which has served the raw material needs of the American steel industry since the 19th century.

Today, the ore deposits in the Iron Range are far from depleted. On the contrary, just south of the city of Virginia, a mining company is in the process of expanding an old mine pit. As it happens, Route 53 currently runs right on top of the planned expansion and needs to be relocated. The main element of



“A magnificent new lookout spot for travellers on Route 53.”

Top: Heavy Duty ring bit ready for action.

Bottom: The red colour is a sign of iron-rich soil.



the relocation project is a new bridge across the neighbouring Rouchleau Mine Pit.

Minnesota's highest bridge

Abandoned in 1977, the Rouchleau Pit has since served as a tourist attraction. The new bridge will be 335 metres (1,100 ft) long with an elevation of 61 metres (200 ft), making it the highest bridge in elevation in Minnesota.

The construction of the foundations of the bridge started in December 2015 with the installation of 30-inch piles. Drilling deep piles into very hard ground with a high iron content is quite a challenge. Due to strength requirements the holes need to be drilled 12 metres into hard rock – way deeper than at a typical bridge construction site.

Veit USA took the challenge of the drilling work. For the casing advancing system, Veit considered two suppliers.

Tight time schedule

- Veit had heard about Robit through the industry grapevine. They contacted us and presented their two challenges: deep

piles in a mine site and a very tight delivery time, says **David Delorme**, General Manager of Robit Inc.

- We were selected because we were able to supply on a very short notice. We designed a system for the conditions Veit described, and delivered in six weeks – exactly as promised.

What about the drilling work itself – how has it been coming along?

- This is the biggest piling job for Robit Inc so far. Despite the technical challenges posed by the rock and the length of the piles, we haven't faced any major problems, and we are well within schedule, David says.

The installation of the 30-inch piles is set to be completed by mid-March, 2016. Work on the site continues at a swift pace though. The new bridge spanning the Rouchleau Pit should be open to traffic in late 2017 – offering a magnificent new lookout spot for travellers on Route 53.



BRIDGE CONSTRUCTION FOR ROUTE 53 RELOCATION, VIRGINIA, MINNESOTA

- 5 X 762 MM (30") QL200S PILOT BIT
- 35 X 762/12,7 (30") MM DTH ROX+ HD (HEAVY DUTY) RING BIT
- BIRMINGHAM REVERSE CIRCULATION (RC) DRILL TUBE SYSTEM
- BIRMINGHAM 50 M LEAD
- 4 X 25 BAR COMPRESSOR + OILER
- DRILL HOLE DEPTH: 53 M, INTO HARD ROCK 12 M



Billion-euro Tripla project to transform Pasila

The Pasila area holds a major role in the vision for a future Helsinki: there are plans for it to be the new heart of Helsinki. One of the key words for the plan is 'Tripla'. Upon completion, the billion-euro construction project, massive on Finland's scale, will connect East and West Pasila. Offices, flats, a shopping centre, a public transportation hub, hotels and other services will emerge within a three-block area. Tripla's developer is YIT.

Completing Tripla will naturally require comprehensive foundation engineering work. The lowest level of the block will be a parking facility on which the foundation work was begun in April 2015. It was decided that the surrounding retaining wall would be implemented as an RD-pile wall because it can tolerate loads, allows relatively rapid installation and has accurate dimensions even in challenging soil conditions. The difficulty is ensuring the watertightness of the RD-pile wall and significant amounts of slurry can accumulate during the drilling phase.

Strict demands, challenging conditions

It was known from the very beginning that the project was going to be challenging. Developers were faced with backfill full of boulders, combined with construction waste. Much of the backfill was saturated with badly polluted liquids. The nearby busy railway yard posed restrictions of its own.

The quality criteria were also strict. The design age of the structures, including factors such as corrosion resistance and watertightness, were specified to be 200 years instead of the more usual 100 years. The location and incline demands on the RD-pile wall were also relatively strict.

DRILLING OF TRIPLA'S RETAINING WALL

- RD700 PILE ELEMENTS
- D711 X 14.2 RM/RF INTERLOCKED PILES, 746 PCS
- ROBIT DTH SF 711/16 WINGED PILOT BIT
- LENGTH OF PILES 5.5-33.5 M
- ALTOGETHER 16,335 M OF PILES
- DRILL RIG WITH A 40-M MAST

Drilling below ground water level can result in large amounts of sludge.

A three-company consortium was responsible for the construction of the retaining wall on behalf of the main contractor YIT. The main contract for the piling was carried out by Keski-Suomen Betonirakenne, the drilling by the Estonian subcontractor Fort Ehitus, with Ilmi Solutions functioning as the consultant. Robit supplied the drill bits for all of the drilling. YIT also uses Robit's Top Hammer equipment at the worksite.

Inside the bedrock in three phases

There were three main phases in building the retaining wall. During the first phase, the piles were vibrated through the loose clay and sandy soil into the hard ground moraine.

During the second phase, the vertically installed piles were emptied with an auger, from the clay layer all the way to the tip of the pile. In the third phase, the piles were drilled through hard or extremely hard moraine into the bedrock to a maximum depth of 1.5 m. Robit's opening winged bit was selected for down-the-hole drilling. Senior Specialist **Kari Juntunen** was onsite to supervise on behalf of Robit.

"The alternative for the winged bit would have been a traditional ring bit. The subcontractor took a bit of a risk when selecting the winged bit because there were some tricky spots in the bedrock. We at Robit were still making further improvements to the bit during the project based on tips given to us by the subcontractor. Everything turned out all right in the end and the costs for the customer were lower than they would have been with a ring bit," says Juntunen.

Trust and seamless collaboration

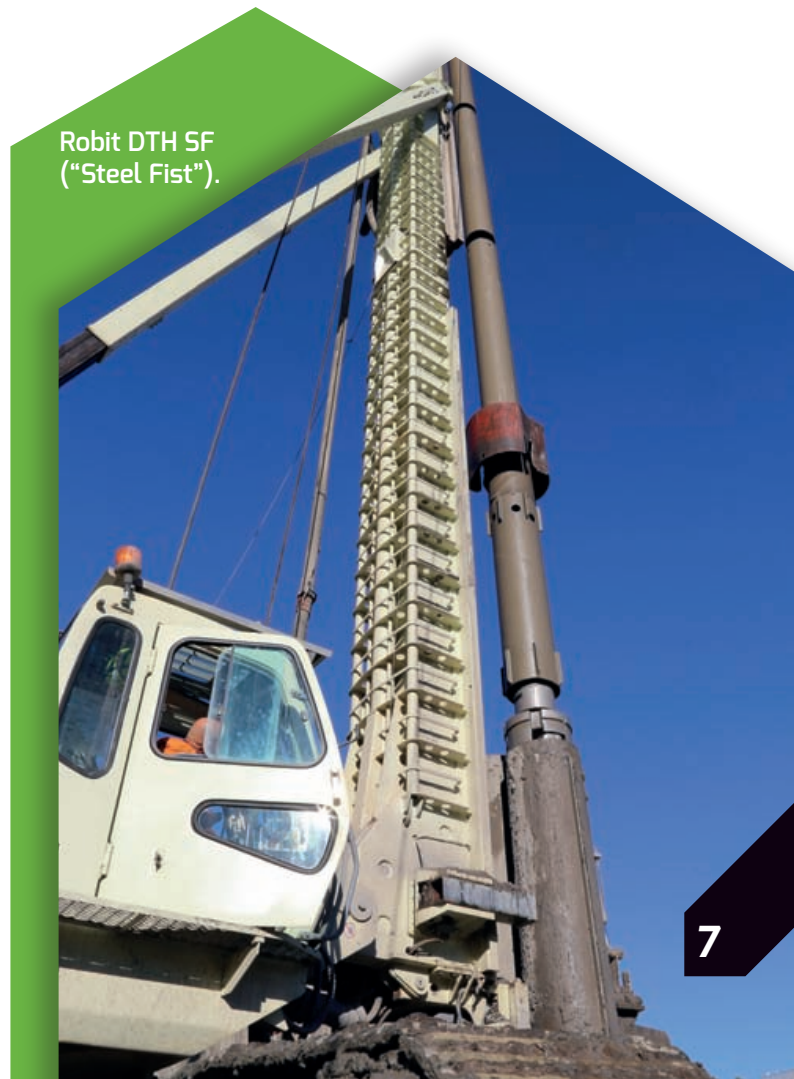
"The job was completed on schedule with excellent results. I have to take off my hat to the Fort Ehitus guys. We had a strong trust in them to begin with: I had worked with them before on a piling project and became impressed by their expertise," says Juntunen. According to **Jouko Pasanen** from Ilmi Solutions, which oversaw the worksite, the co-operation was seamless.

"Despite the challenging worksite we barely ran into any problems.

Once my phone rang at nine in the evening. A subcontractor told me that a bit had broken, what should they do? We had agreed that there should always be spare bits available. I promised to be there at six the next morning with a new bit. And I was. The subcontractor thanked me and said that no other supplier could have done it," says Juntunen with satisfaction.

The retaining wall was completed on time before the new year. The work at Tripla is still far from finished, however. The first cars will not be able to park in the garage set off by the retaining wall until 2019.

Robit DTH SF
("Steel Fist").





Our men in Bangkok, from left: Danusorn On-Udom, Antti Mäkinen, Sivasorn Tothong.

Antti heads off to oversee Thailand operations

Within just a few years, Robit has established a solid foothold in South Korea. Southeast Asia is, however, such a vast market that it is difficult to manage from a single location. For that reason, Robit decided to open up a new sales office in Bangkok. Sales Director **Antti Mäkinen** has been in charge of the office since the start of 2016. We asked him how things are going.

Can you give us some background on the Thailand team?

- Now, in the early phase of our operations, I work with two local employees, drillmasters **Sivasorn Tothong** and **Danusorn On-Udom**.

What are your most important tasks and areas of responsibility?

- I oversee the operations of the Thailand office and sales in Thailand, Vietnam and Hong Kong. I also support other sales representatives throughout Southeast Asia. I work with the Korean sales team and office staff on a daily basis. Together we manage the entire Asian region as a close-knit team.

Can you describe what your typical work week is like?

- Initially, the work naturally involved taking care of a lot of day-to-day matters in order to get the office up and running.

- In practice, though, there aren't really any normal routines. The work consists of the right proportion of visits with local customers, office work and customer and construction site

visits throughout Southeast Asia.

How would you describe the operating environment – is it easy to find new business opportunities?

- There are new opportunities out there, but they won't just fall into our lap. We have to be patient, do our homework and focus our efforts out in the field. It's not an easy task, but hard work is rewarded in the end.

What do you consider to be the biggest challenge in your work?

- People have a somewhat different concept of time here compared to the Nordic countries. Things don't happen as quickly as you assume they would, but it just takes some getting used to. When in Rome...

What is the most rewarding aspect of your work?

- Getting to know new people and cultures. It is especially rewarding to hear from our customers that our products and services are world class!

Jorge heads Robit in Lima

In 2015, Robit took a step forward in gaining a stronger foothold in Latin America by establishing a sales office in Peru's capital city Lima. In September of that year, **Jorge Leal** took on the position of Robit S.A.C.'s Sales Director.

What kind of organisation is Robit S.A.C.?

- There are currently five of us. In addition to Peru, **Jose Rodriguez** is responsible for sales in Ecuador, Colombia and Venezuela. Drillmaster **Juan Padilla** supervises production onsite and **Carol Guevara** keeps the wheels of the office turning. **Valteri Vuorenpää** from Finland is here for six weeks to oversee the roll-out of the ERP system.

- I hold overall responsibility for the organisation, its planning, sales, budgeting, logistics and so on. Sales to Mexico and Central America are also my direct area of responsibility.

Can you describe what your typical work week is like?

- I try to always plan the week's work according to the set objectives. New and unexpected things can always happen, since we haven't quite finished settling into the office yet. For example, today we oversaw the installation of our air conditioning. It better work – summers in Lima are pretty hot!

- Of course we have our normal weekly schedule to deal with as well, which includes monitoring production, payments and invoicing, imports, warehousing, delivering products and so on.

Have you had time to open new doors for Robit products?

- At the moment we are strongly targeting Peru's anchoring markets, and we are in the process of gaining a strong foothold there. It's exciting to see how things will pan out.

How does the general market situation look from the South American perspective – are there major challenges?

- Competition here is extremely tough in every way, which is true everywhere else too. It's extremely difficult to get a foot in the market. A more practical challenge is geography. Many mines are remote and difficult to access.

What is the most rewarding aspect of your work?

- It's great to watch Robit S.A.C. develop. We started from scratch; to begin with, all we needed for an office was a café with Wi-Fi. Slowly things are settling into place, and our goal is to build Robit S.A.C. into a significant subsidiary for Robit Oyj. We have everything we need to achieve our goal over time: a great staff, excellent products and the rock solid support of our parent company.

Jorge and his family
are feeling at
home in
Peru.





The South portal of the tunnel site.

Widening Hong Kong's traffic bottle- necks

Hong Kong is one of the world's most densely populated metropolises. The neighbouring Shenzhen, founded in the 1980s, is the fastest growing city in China. As a reminder of the time when Hong Kong was under British control – no more than 20 years ago – there are still control points between the two cities.



The existing six land control points are major bottlenecks due to the massive traffic. That's why the Hong Kong government launched a big development project in 2014 to open a seventh road connection. It involves a tunnel excavation where Robit's tools have been put to the test.

Different rock, different methods

To accommodate the high volume of the traffic, two tunnels are being built side by side, one for each direction. Excavation for the 4.8-kilometre-long tunnels has been started at both ends, using different techniques. TBM is the method of choice at the north end on the Shenzhen side; at the south end the rock is so hard that the drill & blast method yields results faster and more efficiently.

Dragages Hong Kong, the main contractor, organized a bidding tender for the drill & blast work. Robit's tools, represented by Merman Technology, proved to be the most competitive. The drilling work is performed by Robodrill, using tunneling jumbos and Montabert drifters.

- Before reaching the hard rock, there was a great deal of forepoling. Some of the ground was more challenging and softer than we expected, says **Antti Mäkinen**, Robit's Sales Director for Southeast Asia.

- Robit supplied the ring bits, pilots and casings for the forepoling stage, as well as the tools – shanks, couplings, drill rods, and button bits – for drill & blast.

Smooth sailing for all parties

- I'm happy to say this has been a successful project from the very start. Our client has been extremely satisfied with Robit's services, deliveries and products. I would also like to give my warmest thanks to Mr. **Jacky Lee**, the CEO of Merman, who has been providing excellent support to our client throughout the entire project.

In a large scale project like this, what have been the biggest challenges so far?

- As far as our tools are concerned, we have faced no problems. The major challenges have more to do with organization than technology, precisely because of the vast scale of it all. Planning the delivery schedules for all the various delivery points has taken a lot of effort, Mäkinen explains.

- Actually, this has been a learning experience for all of us. Cooperation with Dragages and Robodrill has been very fruitful. We frequently visit the work site, evaluate the processes, methods and tools, in a joint effort to make things run ever more smoothly.

The learning experience underneath the hills of northern Hong Kong continues. A staggering 770,000 total drill metres with Robit's tools is to be completed by the end of 2017. The new Boundary Control Point is scheduled to open a year later.



Ylimäki quarries with more than 30 years of experience

Markku Viitanen sits in the cab of the drill rig, wearing protectors on his ears and expertly operating the joystick. An echo sounds out from the surrounding forest as Robit's drill bit is hammered into the rock. It's a typical day at the office for Markku. And the quarry, located in Karstula, central Finland, is a typical work site for Markku's employer, Louhintaliike Ylimäki.

This is Markku's third day of drilling at the quarry. Red bore-hole plugs in the snow mark the holes that have already been drilled. The 83-millimetre bore holes are being drilled to a depth of 10–12 metres, down to the bottom level of the quarry. Half of the roughly 1,600 metres to be drilled has already been completed. As a quarrying site, this one is of a moderate size, at 25,000 tonnes. Large sites can be in the range of 100,000 tonnes.

When the boring work is completed, the shot-firing team takes over. An explosive, such as 'Kemiitti' – an emulsion explosive

developed for open-cut excavations – is loaded into the hole, and a second explosive is placed on top as a guarantee. The area is blasted. A hydraulic hammer is used to break any oversize rocks into a crushable size. At this point, Louhintaliike Ylimäki's work at this quarry is finished; another contractor will take over the crushing operations.

- Ylimäki's main areas of operation are western Finland and northern Ostrobothnia, and its main customers are aggregate suppliers and crushing companies," says civil engineer **Matti Pitkäljärvi**, who supervises the work at the company's quarrying



Matti Pitkäljärvi (left), Mika Mankinen and Markku Viitanen in the snowy Karstula scenery.



sites. Blast rock is also produced at the Karstula quarry, to be crushed for infrastructure construction or concrete or asphalt production, for example.

Industry leader after three decades

Louhitaliike Ylimäki Oy is a family business that was established in 1983. The company started out small, with rented equipment, but over the decades has grown to become the largest rock extractor in the region. With about 20 employees and a solid equipment base, Ylimäki blasted five million tonnes of rock in 2014. A second generation of Ylimäkis – brothers **Matti** and **Mikko** – now run the company.

How does a regional operator competing with major national companies survive?

- We're doing well. We have a lot of long-term, established customer relationships. With adequate and modern equipment, expert staff and reasonable prices, the customers are happy. We don't have to fight for every site, says Matti.

Annual contract speeds up processes

Louhitaliike Ylimäki has been drilling with Robit bits for a long time. And as Robit's Sales Manager, **Mika Mankinen**, recounts, co-operation between the two companies was taken one step further in 2015: they entered into an annual agreement covering not just drill bits, but also shank adapters and drill rods.

- It came down to the price/quality ratio or, to put it in more concrete terms, cost per drilled metre. The Finnish aspect is also an important criterion," says Matti, elaborating on how the deal came about.

The annual agreement will simplify the purchasing process, and drilling equipment will come at a fixed, competitive price. A volume-based price saves the customer not only money, but the headache of having to negotiate a price separately for every construction site. The process is as simple as can be: Matti makes an order and Robit delivers the agreed amount of products.

- The co-operation between Ylimäki and Robit has for years been practical and smooth. We can always call Mika if new requirements or requests arise during a drilling job, says Matti.

- Robit is always able to flexibly respond to changes or development needs, Mika adds.

For this western Finland quarrying company, business is going well. When asked about the bigger challenges facing the company, Matti pauses to think about it.

- In this business in general, the challenge is the unequal distribution of the work load – the ups and downs of the quiet and busy times of the year. But we don't experience that. Our fleet of equipment is always in use, says a pleased Matti.



“Robit is always able to flexibly respond to changes or development needs.”



James Kwack

James takes charge of Robit Korea

James Kwack, 53, took the helm as CEO of Robit Korea and Group Vice President of Asia in August 2015. He has a solid track record in manager positions in the industry, working in countries like Sweden, Russia and the CIS (the “Russian Commonwealth”), and his native South Korea.

How did you end up working for Robit?

- Before joining Robit, I had been running my own consulting company in the CIS for nine years. Returning to Korea, I found the job ad on Robit’s website. I applied and got in contact with **Jussi Rautiainen** and **Jukka Luoma**.

Was there anything particular about Robit that attracted you?

- Robit is a very active, growing company with a family-like atmosphere. I saw big growth potential for Robit – big enough to even become a world leader at some point in the future.

As VP Asia and CEO of Robit Korea, what are your key responsibilities?

- In simple terms, to create growth in the Korean market and the Asian market in general. In the meantime, to develop Robit Korea as a business hub for Robit Asia. I also aim to develop our Korean factory as a backbone production facility for the entire Robit group.

- Robit is a multinational company with different

cultures. Harmonizing all of them into one “Robit Culture” is one of the key tasks influencing our future success.

- Robit is growing with a vision, and I’m happy to be able to use my humble multinational experience for the company. Ultimately I would like to develop Robit Korea into one of the most successful foreign-invested companies in Korea.

That sounds quite ambitious. How do you balance your work and personal life?

- My family helps me keep the balance. I have a European wife – who loves Korean culture and speaks Korean fluently – and three children: a grown-up boy, a teenage girl, and a little boy. He turns three in the summer and brings us a smile all the time.

- When he grows up a bit I’m going to take up golf again – my favourite sport. My oldest hobby is Amateur Radio. I got my license and call sign HL5XL way back in 1975 and I still enjoy it whenever I have the time.

Robit employees are happy

Personnel well-being and satisfaction at work are the keys to success for many companies – and Robit is no exception. Personnel surveys have helped Robit stay in tune with its employees for years. The 2015 survey results reveal that the company has been making the right decisions. “Naturally there is always room for improvement,” says HR Manager **Terhi Mäkinen**.



Terhi Mäkinen

Our personnel survey focusses on five themes, ranging from individual work matters to the company's public image. For each theme, a series of statements are made, and the respondents can state the extent to which they disagree or agree on a scale of 1 to 6. We can use the results to develop the organisation and find areas in need of improvement.

In general, the results of the 2015 personnel survey are encouraging. The overall score was **4.52**, whereas last year it was **4.40**. All Robit units worldwide take part in the survey. The response rate was quite good, at 81%.

According to the results of the survey, we succeeded well in the key theme areas. The overall highest scores were given in the following areas:

- **The contents and management of one's own duties**
- **Teamwork and co-operation within the company**
- **Leadership and supervisory work**
- **Market and customer orientation**
- **Occupational safety**

Themes that are in clear need of development measures are:

- **Internal communication**

- **Salary- and bonus-related issues**
- **Workload management**
- **The clarity and speed of decision-making**

The fact that these development areas were brought up particularly in 2015 was not especially surprising. They were undoubtedly influenced by the company's public listing in the spring. The situation temporarily caused an increased workload for many, while, due to the rules that are binding on listed companies, financial matters cannot be communicated as openly as before.

We will definitely learn from the feedback. This year, efforts are focused on enhancing communication and internal co-operation through, for example, the "RobitPanel", a co-operation body made up of employees, among others. The current project to develop the ERP system is also expected to boost communication, and consequently decision-making, in the future.

- All in all, based on the results of the personnel survey, it is safe to say that our operating model – the Robit Way – has been successfully cascaded to our global units. When the statement 'I am proud of our company' gets an overall score of **5.15** on a scale of 1 to 6, there is good reason to be pleased, Terhi sums up.

Terhi and the Robit Korea power team.



ISO 14001

Building an environmental system for Robit

ISO 14001 is the most extensively used environmental management system in the world. It helps organisations to improve their level of environmental sustainability. Robit is building a system in line with the standard.

We asked Robit's R&D Engineer Ritva Haavisto what ISO 14001 means for Robit in practice.

- On the most basic level, it is a management system, a standard for environmental management. It defines how environmental matters are managed in the company.

What sparked the idea of becoming certified?

- A need in the market; essentially, it stemmed from our customers. Environmental matters are becoming increasingly prominent in global markets. We wanted to show our customers and other stakeholders that we take good care of these matters in our company.

- Our customers are major operators whose set targets also include the proper management of environmental matters.

How will certification enhance Robit's environmental actions?

- It will allow us to operate systematically and continuously improve our operations. We will be able to not only effectively reduce our environmental load, but also save energy. Naturally, it also has direct business benefits. The standard will initially cover our Finnish operations and, eventually, the entire group.

- In practice, our operations will be guided by indicators used to monitor energy consumption, waste generation and water consumption, among other things.

What does it take to become certified?

- The company must have an environmental management system in place. For that, we must think about the environmental impacts of all our operations, from our environmental policies to practical matters. During this phase, it is crucial that the system is built as a joint effort – taking the needs of the entire personnel into account. There are many people involved in the work; **Nina Porevuo** and I are responsible for how everything comes together.

- Among the most important aspects for Robit is energy consumption. The manufacturing of steel products is quite energy-intensive, especially if you include the raw material.

- Other important perspectives are the use of materials and the lifetime of the end product. These are matters that we can influence the most in our own production and product development. This, too, translates directly into a business advantage: the customers are happy when a product manufactured by us lasts.

You mentioned not just customers, but also other stakeholders. Which stakeholders are the most important from an environmental standpoint?

- For starters, our personnel. Certification is one way of ensuring a safe environment. When we know we are doing good work, it's also easier to be proud of our employer. Another important group is the authorities, to whom we can prove that our operations are arranged appropriately.

- And let's not forget investors and shareholders. With them in mind, we must be able to identify the environmental risks the company is exposed to, as well as environment-related opportunities. This all eventually brings us back to business benefits in a very simple way: When environmental matters are well taken care of, it is easy to work with co-operation parties, and the preconditions for profitable operations improve.



Robit's annual report is impressive and easy to read

2015 was a landmark year for Robit. The company turned 30 and was listed on the Nasdaq Helsinki's First North Finland marketplace. The listing brought with it some changes in the company's communication practices. One of the most prominent changes is Robit's annual report, which is printed in both digital and printed form every year. Robit's Annual Report 2015 is now available.

- The annual report is a good source of information for all our stakeholders. In addition to financial statements and other key figures, it offers a solid info package of key events in the company and the market during the year. We also paid attention to the report's layout and to ensuring that it is easy to read – annual reports have a reputation of being rather dull reading, after all," says Group CFO **Jukka Luoma**.

- The annual report is also an excellent tool for our distributors. They can order several copies at once, for example, to hand out to customers, says Jukka.

- Our new strategy and the corresponding business units – Top Hammer,

Down The Hole and Digital Services – are clearly illustrated in the annual report. The operating principles and applications for our tools are explained very clearly, even for laymen, Jukka promises.

Send an email to investors@robit.fi and order a printed version of the annual report.

You can also download the report on Robit's website: <http://www.robit.fi/investors/financial-information/>

Occupational safety is a matter of attitude

Robit has always had a good handle on occupational safety. There have been no workplace accidents for many years now, and the company's sick-leave rate is below the general average. Robit easily meets the legal requirements. But according to VP of Supply **Jorma Pyykkö**, the company is not resting on its laurels.

- The most common safety risks in our type of metal products industry are wounds, crushed fingers, minor burns and injuries caused by falling objects. Metal chips can fly during drilling, a forklift palette can fall, and so on. Accidents seldom happen here, but we want to be proactive about it to ensure things don't start going downhill. With that in mind, we are implementing Robit's first occupational safety project, says Pyykkö.

- The main goal of the project is for each employee to increase their safety awareness: What can happen in this situation? What do I need to take into account in my work?

The project begins by defining its overall framework and guidelines. We will perform risk assessments and implement measures based on them. A safety culture will begin to take shape once we learn to

include the safety perspective in everything we do.

- This is also an important issue for our stakeholders. Employees have the right to a safe workplace; for the employer, an accident means lost work time, and that is not something the customer wants to pay for – they want to pay for the product. When these matters are in order, everyone wins.

- The project will be concluded this year, but the efforts to improve safety will continue. We want to embed a 'safety first' culture in all aspects of our operations. Occupational safety is ultimately all about attitude, says Jorma.

P.S. Unfortunately, since this article was written, there was an accident at the Korean plant. This underscores just how important this project is.



Behind Robit's success are cast-iron professionals in both production and office work. Robit has, for more than a decade, given recognition to deserving employees every year. And now it's time to present the production employees of the year for 2015!



Jari's drill bits end up all over the world

Thirty-two-year-old **Jari Kujansuu** has been inserting carbide buttons at the Lempäälä plant since 2010. Despite being at the plant for more than five years, he is still the most recent hire there. Some of Jari's colleagues have been with Robit for 20 years already.

- The insertion of carbide buttons refers to a work stage where hot metal buttons are inserted into the drill bit. I also use a robotic painting system, and I sometimes work in the packaging plant when needed. That is the best part of my job – being able to do different things once in a while.

- The work runs in three shifts. We work a shift for one week at a time and it changes after the weekend. This arrangement suits us. Only the nightshift (10 p.m.–6 a.m.) is a bit tougher when you get to be my age, says Jari with grin.

- I worked for two other companies before Robit, one of them for six years. Robit is definitely the best workplace of the three. The people who work here and the atmosphere are very different. There is also a lot of flexibility, for instance if you need to take care of personal matters. And it's easy to switch shifts.

- We have a really great group of people working here. Someone once said that at Robit, the door for employees only opens one way. That appears to be true: there is very little turnover. I personally have really enjoyed it here, and I think I will for many years to come.

A word from Production Manager **Kari Sivula**:

"Jari's attitude and level of motivation are exemplary. It's nice to work with such a positive and sociable guy. Jari is very thorough in his work, and he makes it look easy. His attitude is simply 'let's get it done!'"



On the way to becoming a CNC master

The South Korean unit's production employee of the year, materials engineer **Sang Hee Kim**, works at Robit's Donghae plant.

How did you end up working for Robit?

- After graduating from university, I worked in electronics and construction, among other jobs. That helped me when applying for a job at Robit, as did my studies in materials engineering, which also involved learning about drill rigs.

What are your main responsibilities at work?

- I am a CNC operator. I have held a couple of different positions during my five years here. We are like one big family, which is really nice. If I have a problem, my colleagues are always willing to help me resolve it.

- As a CNC operator, I am focussed on developing my skills and constantly improving in my job. I have been learning particularly about CNC programming, and someday I will be a CNC master.

What do you do in your spare time?

- My hobby is currently playing with my six-year-old. And if I can find the time, I would really like to play tennis, practice fencing and go fishing.

A word from Production Director **Mikko Tapaninaho**:

Sang Hee has been an important part of Robit's plant operations for several years now. He is an excellent worker who shows initiative, and his work input is a key element in securing future growth for Robit's Korea plant.

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