



About Mirka

Mirka Ltd is a global company and part of the family-owned KWH Group Ltd. Mirka's business idea is to offer world leading surface finishing solutions. Our business focuses on our customers' needs.

We offer a wide range of solutions for surface finishing and precision sanding and we specialize in total solutions in which our abrasives are supplemented by our innovatively designed machines and polishing compounds.

Approximately 97 % of Mirka's production is exported, with products being sold in over 100 countries. The company's typical customers are, among other things, manufacturers of wood products, automotive manufacturers, and subcontractors, as well as the construction and renovation industry and the composite industry.

For over than 75 years, our brand has paved the way for technical breakthroughs in surface finishing, and we continue to shape the industry with our expertise. We follow our company values by being responsible, committed, innovative and respectful. We offer our customers sustainable solutions that consider the financial,

health, technical and environmental aspects.

Our Vision

"We wish to reach a market position, where customers and interested parties see us as a market leader and the most responsible company who drives innovation in our core business sectors."

Our Mission

"We want to give people the opportunity to perform better".

Our Values

Responsible - For all results & resources. Ethical business practice. Structured and well organised. Cost-aware.

Committed - Keep our promises. Close to the customer. Dedicated to high performance. Passionate people.

Innovative - Open to new ideas. Continuously seeks to improve. We create solutions that are good for us, our customers and society as a whole.

Respectful - Every individual is valuable and can contribute. Open work environment. Warm and genuine. Fair.

Our Organisation

Mirka's long-term group strategy

serves as the basis for the group's comprehensive business plan, which is drawn up annually and approved by Mirka's Management Team and the Board of Directors. All business and factory units are involved in drawing up the business plan. Department-level goals are set based on the business plan. The management team for the parent company Mirka Oy has one employee representative.

Our Company Culture

At Mirka we understand that every job has its own unique requirements, which is why we work closely with customers to provide tailored solutions that precisely meet their needs.

After gaining a clear understanding of exactly what each customer requires, our technical customer support specialists recommend high-quality products, processes, and training that ensure that successful results can be achieved at every step of the operation.

Sustainability is built into The Mirka Way. When the system is set up with all the right parts and customers have all the information needed to get great results, then their work is more sustainable.

Our Clean Commitments

In this Sustainability Report, we have compiled our economic, environmental, and social initiatives and achievements under "Our Clean Commitments".

Under these topics, we describe the development of our corporate sustainability transparently with various KPIs.

Association membership

EPTA
F.E.P.A.
Finnsecurity r.y.
Henkilöstöjohdon ryhmä - Henry r.y.
IBC Finland r.y.
ISA
Kemianteollisuus r.y.
Nollis-foorumi
Nykarleby Företagare r.f.
Puuteollisuusyrittäjät r.y.
Rasi r.y.
Suomalaisen Työn Liitto
Suomen Laatu yhdistys
Suomen Riskienhallintayhdistys r.y.
Suomen Tekstiiliteknillinen Liitto r.y.
Veronmaksajain Keskusliitto r.y.
Västra Nylands Handelskammare
Österbottens Handelskammare

Corporate governance

We continuously aim to improve our work with stakeholders and maintain high ethical standards in all our operations. These efforts are supported by Mirka's corporate governance and ethical guidelines for all group personnel. Mirka's corporate governance creates a consistent framework for the entire group's global operations, thereby enabling open and reliable local operations. The Board of Directors reviews and updates the corporate governance materials on a regular basis. In addition, the company's ethical guidelines instruct our employees to work in a way that does not create personal obligations to outsiders. These ethical guidelines are part of the induction process for new employees and training is arranged regularly.

Significant stakeholders

Our stakeholders are defined based on how our business operations affect them and how their activities impact the development of our business operations. Mirka's most significant stakeholders are the customers, owners, employees, suppliers, and service providers.

Stakeholder engagement

We believe in sustainable and honest stakeholder engagement, and our objective is to maintain a continuous and active dialogue with our partners.

In stakeholder engagement, we utilize our Enterprise Resource Planning (ERP) and Customer Relationship Management (CRM) systems. Our CRM system enables a customer-oriented approach where sales operations and sales planning are managed using the system. This helps us to better develop our customer relationships and respond swiftly to any customer needs. Systematic planning of our sales operations also optimises our travel, which enables us to reduce our environmental impact.

The CRM system is also essential in terms of quality management. The system enables us to work systematically on any issues related to quality, the environment, health, and safety and involve our customer in our development process, for example, when developing new products and solutions.

Digital systems also enable increasingly paperless office work. The Mirka intranet, for example, plays an important role here. It makes all internal information and instructions available in digital format to personnel, regardless of where their workstation is located.

Certification of subsidiaries

Since 2020 all Mirka's subsidiaries are ISO 9001 certified.

Anti-corruption

Anti-corruption training is given to all new employees in Finland. During the reporting period, we received no reports of corruption involving our personnel or our business operations.

Collective bargaining agreements

100% of employees are covered by collective bargaining agreements. As an employer, we follow Kemianteollisuus ry's (The Chemical Industry Federation of Finland) collective bargaining agreements with trade unions Pro, YTN and Teollisuusliitto. Pro, YTN and Teollisuusliitto have their own representatives in negotiations between employer and personnel.

No discrimination

During the reporting period, we received no reports of discrimination.

Child labour

When auditing suppliers Mirka always check the minimum employment age to avoid using child labour