

## WhistleB, Whistleblowing Centre

### Supplier Code of Conduct

#### Complying with laws and policies.

- **Compliance with laws.** The Supplier follows local laws and regulations. If the requirements of this Code are stricter than local laws, the Supplier shall follow the Code.
- **Anti-corruption and fair competition.** The Supplier practices fair competition and does not engage in any form of corruption, including extortion and bribery.
  - **Protecting Human Rights.** The Supplier respects and upholds human rights in its operations and makes reasonable efforts to ensure it is not complicit in human rights violations via its business relations.

#### Occupational Health and safety

**Health and safety.** The Supplier ensures a safe working environment and provides adequate information, training, facilities, provisions and protective equipment to safeguard the health and wellbeing of all personnel.

**No discrimination.** The Supplier does not tolerate discrimination, harassment or less favourable treatment due to gender, age, ethnic origin, different age groups, religion, trade union activity, pregnancy or other legally protected characteristics.

**No forced or compulsory labour.** The Supplier ensures that all work by employees and contract personnel is voluntary and all workers are free to leave upon reasonable notice. No employees or contract personnel are forced to deposit money, passports, education certificates or similar documentation as a condition for employment.

**No child labour.** The Supplier does not employ any person younger than the age for completing compulsory education or younger than 15 years. The Supplier ensures that young people above minimum age but under 18 years are not subjected to working conditions that jeopardise their education, health or safety

#### No precarious employment

The Supplier ensures that their employment relationships do not cause insecurity or social or economic vulnerability for their workers. All work is performed according to a recognised

and documented employment relationship and the Supplier does not use sub-contracting to undermine the rights of workers.

**Fair remuneration**

The Supplier complies with relevant governments' minimum wages, or industry standards approved on the basis of collective bargaining, whichever is higher.

**Freedom of association and right to collective bargaining**

The Supplier respects the right of all employees to form and join trade unions and to bargain collectively and individually.

**Public and social responsibilities.**

**A protective attitude to environmental issues.** The Supplier takes a precautionary approach to environmental challenges and undertakes initiatives to promote greater environmental responsibility.

**Designing safe services and products.** The Supplier assures that its products and services are designed, products and provided with relevant safety information such that they are safe for their intended use.

**Communicating transparently.** The Supplier provides correct and consistent information to its stakeholders in a timely manner and in accordance with applicable stock exchange rules.