



SUPPLIER CODE OF CONDUCT

Tapojärvi aims to foster a sustainable and ethical supply chain, promoting worker welfare, respecting human rights, ensuring environmental protection, and upholding integrity in all business dealings. This code of conduct outlines our expectations for suppliers and other business partners with the goal of building strong partnerships rooted in responsibility and ethical practices and encouraging continuous improvement in sustainability.

General compliance

All suppliers of Tapojärvi must comply with applicable local, national, and international laws and regulations in all aspects of their business operations. This includes but is not limited to environmental, labour, safety, and ethical standards.

Safe and healthy work environment

At Tapojärvi, we prioritize the safety and well-being of all workers. Suppliers are expected to maintain a safe and healthy work environment for their employees. This includes providing proper training, necessary personal protective equipment, and conducting regular risk assessments to prevent accidents and ensure workplace safety.

Human rights and dignity

Tapojärvi places a strong emphasis on upholding human rights and treating all workers with dignity and respect. Suppliers must ensure that their practices align with this principle, which encompasses various aspects:

- **Child and forced Labor:** Suppliers must not engage in or support any form of child or forced labour. All employment should be voluntary and age-appropriate, with fair working conditions.
- **Non-discrimination:** Suppliers should eliminate any form of discrimination based on race, gender, religion, disability, or other protected characteristics when it comes to hiring, promotions, compensation, or any other employment-related decisions.
- **Diversity:** Suppliers are encouraged to value diversity within their workforce, fostering an environment that values different backgrounds, perspectives, and experiences.

Environmental impact

Tapojärvi expects its suppliers to actively contribute to sustainability efforts and minimize their negative environmental impact. Suppliers are expected to share this commitment and implement practices that contribute to environmental responsibility, including:

- **Environmental compliance:** Suppliers must comply with all relevant environmental laws and regulations to minimize their ecological impact.
- **Resource efficiency:** Suppliers are expected to implement measures to reduce greenhouse gas emissions, energy consumption, and waste generation that helps conserve natural resources and mitigate environmental impact.
- **Biodiversity protection:** Suppliers should consider the preservation of biodiversity and ecosystems when sourcing raw materials and conducting business operations to minimize ecological disruptions.



Ethical business practices

Suppliers are expected to maintain high standards of ethical conduct and act as responsible corporate citizens. This covers various aspects of ethical behaviour that suppliers are expected to uphold in their interactions with Tapojärvi and other stakeholders:

- **Fair competition:** Suppliers must engage in fair competition and respect the intellectual property rights of others. This means they should not participate in anti-competitive practices or engage in activities that infringe upon the intellectual property rights of others.
- **Bribery and corruption:** Suppliers must reject bribery, corruption, and any unethical practices in their business dealings. This includes offering, soliciting, or accepting bribes or kickbacks to gain unfair advantages.
- **Anti-money laundering:** Suppliers must comply with anti-money laundering laws and regulations. They should have robust mechanisms in place to detect and prevent money laundering activities within their organizations.
- **International sanctions and export control:** Suppliers must abide by international sanctions and export control laws. They should not engage in activities that violate these regulations.

Fair labour practices and employee welfare

Suppliers should uphold ethical labour practices within their organizations, treat workers fairly and equitably and develop their competences. This involves:

- **Limiting business gifts and hospitality:** Suppliers should limit business gifts and hospitality to appropriate levels, ensuring they do not create conflicts of interest or give the appearance of attempting to influence decisions through improper means.
- **Disclosure of conflicts of interest:** Suppliers are required to disclose any potential conflicts of interest that may arise in their dealings with Tapojärvi. This transparency helps to ensure fair and unbiased business relationships.
- **Freedom of association and collective bargaining:** Suppliers must respect the rights of workers to freedom of association and collective bargaining. This means allowing employees to form unions or associations and engage in collective negotiations without fear of reprisal.
- **Equal pay and working hours:** Suppliers should ensure that workers receive equal pay for equal work, regardless of gender or other protected characteristics. Additionally, they must comply with legal limits on working hours to prevent overwork or exploitation.

By adhering to these principles, Tapojärvi and its suppliers commit to maintaining high ethical standards, promoting sustainable practices, and fostering a responsible business environment.

Tapojärvi may conduct audits and assessments to ensure compliance with these requirements, and failure to comply may result in necessary corrective actions or the termination of the supplier relationship.

Approved by Management Team

21.2.2024