

# Safeplast Oy Code of Conduct

Safeplast Oy's ethical principles are based on Safeplast Oy's values and the UN Global Compact, which aims to promote corporate sustainable development and good corporate citizenship. These ethical principles guide our work in all business areas and countries of operation.

Safeplast Oy's ethical principles include the following areas:

## **Obeying the law**

- Safeplast follows all applicable laws and regulations.

## **Human rights and employees**

- Safeplast treats all employees in a fair and equal manner in accordance with internationally proclaimed human rights. (UNGC 1)
- Company does not accept child labour, forced or compulsory labour, or other human right abuses. (UNGC 2,4,5)
- Company respects freedom of association and employees' rights to collective bargaining. (UNGC3)
- Company respects personal dignity, privacy and personal rights of individuals and does not accept any discrimination, intimidation, harassment or offense. (UNGC6)
- Company ensures that its employees work in a safe environment.
- Company conducts regular employee surveys and development discussions.

## **Environment**

- Safeplast is committed to continuous improvement of its products, operations and production facilities to reduce negative impacts on the environment and to optimize the resource consumption (UNGC 7,8,9)

## **Anticorruption and business integrity**

- Safeplast or its employees may not give or receive any direct or indirect bribes or other benefits that could be regarded as bribes or corruption (UNGC10)
- Company books and documents shall be accurate and describe the truth.

## **Compliance with competition laws**

- Safeplast promotes fair business practices and does not engage in any illegal or restrictive trade practices.

## **Business confidentiality**

- Safeplast and its employees respect the confidential nature of business information.

## **Intellectual Property Rights**

- Company and its employees acknowledge that Safeplast's trademarks and other intellectual property rights form a substantial part of company's assets and are committed to respect the intellectual property rights of others as well.

## **Suppliers**

- Company requests its business partners throughout the whole value chain to comply with these principles.
- Company treats its suppliers and partners in a fair and equal manner.

## **Customer relations**

- Company treats its customers in a fair and equal manner.
- Company sells and markets its products in an ethical and non-harassing manner.
- Company is committed to developing new products and services to meet current and changing customer demands.
- Company is committed to promote product safety.

## **Conflicts of interest**

- Company employees are expected to avoid situations which conflict or could be perceived as conflicting his/her personal and business interests.
- Company employees are not to utilize their position or information received due to their position at Safeplast or assets belonging to company to gain unfair personal benefit.

## Representing Safoplast

- All Company employees are expected to represent the company, its activities and operations in an appropriate manner, in all stakeholder relationships.

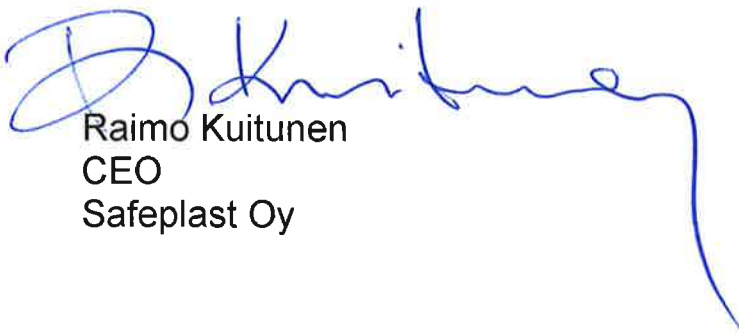
## Openness

- Safoplast co-operates with decision makers and other organizations, both directly and through bodies such as trade associations in developing proposed legislation and other regulations which may affect legitimate business interests.
- Company promotes openness and transparency, as well as a continuous dialogue with its stakeholders.

## Compliance

- All Safoplast employees are responsible for following these principles in their daily work.
- Managers are responsible for informing all employees about these principles and giving guidance for compliance.
- In case of non-compliance with these principles an employee or a third party can anonymously contact the Safoplast Oy CEO, without a risk of retaliation or other negative consequences.
- Non-compliance will be duly examined and proper actions taken.

Tampere 25.08.2021



Raimo Kuitunen  
CEO  
Safoplast Oy