



Supplier Code of Conduct

To ensure a responsible conduct with respect to ethical, social and environmental matters this Code of Conduct summarises the requirements which Pisla Oy. (hereinafter referred to as "Pisla") is committed to and which Pisla also requires its suppliers (hereinafter referred to as "Supplier") to comply with. These requirements are prepared in accordance with the principles of the UN's Global Compact.

Environment

Supplier shall comply with national laws and the principles in the UN's Global Compact concerning the environment. Supplier shall also actively work to reduce emissions into the air, soil and waterways and make more efficient use of resources.

Business ethics

All forms of bribery, money laundering, corruption and unlawful restrictive trade practices are strictly prohibited.

Working environment and social conditions

Supplier is obliged to support and respect internationally declared human rights and treat its employees fairly, equally and with respect.

Freedom of association

Supplier shall respect the right of all employers and all workers to freely and voluntarily establish and join organizations of their own choice.

Working hours

Working hours must comply with national legislation and agreements.

Wages

Wages, benefits and overtime compensation shall at the very least comply with national legislation and agreements. Any deduction from wages as a disciplinary measure is prohibited.

Forced labour

No form of forced labour or labour linked to any form of punishment is permitted. Labour should be freely given and employees should be free to leave in accordance with established rules.



Child labour

Pisla does not accept child labour. Every child is to be protected from economic exploitation and from carrying out work that can be considered dangerous, having a negative effect on the child's education or harmful to the child's health or development.

The term 'child labour' refers to work carried out by a child who is under 15 years of age, or under 14 years of age in those countries specified in Article 2.4 of ILO Convention 138.

Discrimination and oppression

Pisla does not accept discrimination, threats, oppression or harassment in any form.

Working environment and safety

Supplier shall at least follow and comply with the minimum standards in to local laws and regulations regarding the working environment. Supplier should actively work to prevent accidents and work-related injuries have to be prevented.

Compliance and enforcement

Compliance and enforcement of this Code of Conduct by Supplier is a matter of high importance for Pisla. It is Supplier's responsibility to ensure that this Code of Conduct is implemented. Pisla reserves the right to make inspections to ensure that this Code of Conduct is being implemented and complied with. These inspections may be performed by an independent third party and may be unannounced.

In case Supplier fails to comply with the terms of this Code of Conduct and if improvements are not made within an agreed time period, Pisla may terminate its business with Supplier.