

# Code Of Conduct for Suppliers

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Suvic Oy is a development company specializing in the construction of energy solutions, in particular wind farm projects and project management. It also offers contracting for the energy and industrial construction sector, and services including the consulting, engineering, and budgeting of development projects.

We want our work to support sustainable development. For us, accountability is not only words but practical deeds and everyday work. Sustainable business is an integral part of a good, sustainable financial result. All of our operations are based on trust and transparency with our clients and cooperation partners...

By complying with commonly agreed operating models, we can support the four cornerstones of our strategy, namely:

- Values: *professionalism, transparency, accountability and continuous development*
- Vision: *market leader in the Finnish wind power industry, competitive operator in other Nordic countries and a noteworthy contractor in industrial development projects*
- Occupational safety: *promoting the working ability and wellbeing of our employees, zero accidents at work as a goal*
- Environment: *supporting sustainable development and minimising environmental damages and consumption.*

Our Code of Conduct manual contains all principles that we use to implement Suvic's values every day. The company and its every employee are committed to comply with the principles and procedures described in this manual. We expect accountability from our cooperation partners, too. We monitor the implementation of our Code of Conduct as a part of our continuous improvement process. Together, we make Suvic's Code of Conduct real. Accountability starts from us!

Ville Vesanen  
CEO  
Suvic Oy

# Code Of Conduct for Suppliers

## BUSINESS PRINCIPLES

### COMPLYING WITH THE LAW

All our cooperation partners must comply with laws and regulations in all their work. Legislation concerning, among others, the position of employees, equality, privacy, anti-bribery and corruption, competition and consumer protection, occupational safety and environmental protection is essential. In addition, we expect our suppliers/subcontractors to comply with the principles of ethical business. Our suppliers/subcontractors undertake to keep the confidential information of our business partners and clients confidential and in general follow the practices of fair and ethical competition.

### ANTI-BRIBERY AND CORRUPTION

Every supplier and subcontractor must demonstrate the strictest integrity in their work. Offering or accepting any bribery, improper payments, or blackmail to or from our interest groups is strictly forbidden. Our suppliers/subcontractors must implement and maintain measures and procedures to prevent bribery and corruption.

## HUMAN RIGHTS

Our suppliers/subcontractors must abide by internationally recognized human rights in all their operations and promote their implementation. The breaching of human rights in any way is strictly forbidden. Suppliers/subcontractors must, in their own operations, recognize and mitigate possible impacts on human rights and compensate for their possible infringements...Suppliers/subcontractors must treat their employees with dignity. All forms of discrimination or bullying are strictly forbidden.

## LABOUR POLICY AND LEGISLATION

### WAGES, WORKING HOURS, FORCED LABOUR

Suppliers/subcontractors must understand the terms and conditions of employment contracts and abide by them. Wages and terms of contract must be reasonable and at the level of a common minimum wage defined by law/common practice in the industry. Working hours must be in accordance with national legislation and the employees have the right to have a minimum of one day off in a period of seven days. Employees must have the right to resign within a reasonable term of notice in compliance with legislation and agreements. The use of forced labour is strictly forbidden. Suppliers/subcontractors must recognize and respect the

freedom of association of their employees, including their right to belong to a union.

### YOUNG WORKERS

Suppliers/subcontractors shall not, under any circumstances, employ children. The minimum age of employment is 15. Young people over 15 but under 18 years of age may not participate in dangerous work, night work or any work unsuitable for the individual development of the young person. If suppliers employ young people between 15 and 18 years of age, the said suppliers/subcontractors may not endanger the health, safety, or morals of the young people.

### LABOUR PROTECTION

Suppliers and subcontractors must provide their employees with safe and health working conditions in compliance with laws and regulations. Suppliers/subcontractors must ensure that their employees or other subcontractors working under their supervision have appropriate Occupational health and safety information, as well as information on training and equipment. All occupational safety and health requirements defined in agreements must be complied with.

### USE OF INTOXICANTS

Suvic is and intoxicant-free workplace. Working for Suvic under the influence of intoxicants is strictly forbidden. Suppliers/subcontractors must have instructions for the prevention of intoxicant abuse and the processing of any cases of intoxicant abuse. Suvic has the right to carry out testing subject to national (regional) legislation.

## ENVIRONMENT

Environmental impact management is included in our everyday work. The supporting of sustainable development is one of Suvic's main themes. We expect our cooperation partners to commit themselves to minimize negative environmental impacts in their own operations and continuously strive to recognize means to further decrease our environmental footprint together. In addition to complying with laws and regulations, we expect our cooperation partners to develop their environmental management system in order to promote environmental accountability.