

SILMÄASEMA SUPPLIER AND PARTNER CODE OF CONDUCT

Silmäasema Oy and its subsidiaries have a strong commitment to sustainability and require the same commitment to an ethical approach from their supply chain, which is reflected to this Code of Conduct that has been approved by Silmäasema Board on 20.4.2022.

Silmäasema expects its Suppliers, including the Supplier's subsidiaries and affiliates, to comply with the following principles of the Supplier Code of Conduct as the minimum, with an aspiration to continuously improve and exceed where possible.

Legal compliance

- To operate in accordance with international and national laws, rules and regulations of the countries where the Supplier operates, including, but not limited to, minimum wage, salary, working hours and working conditions

Human rights

- To support and respect the protection of human rights according to ILO's (International Labour Organization) Declaration on Fundamental Principles and Rights at work

Labour

- To support the freedom of association and the right to collective bargaining
- To eliminate all forms of forced, illegal and compulsory labour
- To refrain from the use of child labour as defined by national laws, UN's convention of Children's rights and ILO's convention of minimum age

Discrimination

- Not to accept any kind of discrimination based on race, skin color, gender, ethnical background, language, religion, age, political and sexual orientation or similar
- To treat all employees and subcontractors equally, fairly and respectfully, paying particular attention to the eradication of intimidation, harassment, violence and unequal treatment or inappropriate behavior

Health and safety

- To comply with all applicable health and safety laws, regulations and standards in order to provide a safe and healthy workplace to its employees

Environment

- To operate in a sustainable way in compliance with applicable laws and environmental and safety regulations
- To ensure minimal negative impacts of its activities and products on the environment
- To ensure safe handling of harmful and hazardous waste, chemicals and other hazardous substances
- To promote the development and use of environmentally friendly solutions and technologies
- To support a precautionary approach to environmental challenges, including environmental impact assessment
- To promote responsible use of energy and water
- To take initiatives to promote sustainability and share available environmental impact and GHG data and suggestions for improvement with Silmäasema

Anti-Corruption

- To prevent and take action against corruption in all its forms, including extortion and bribery

Right to audit

- Silmäasema reserves the right to audit the business and inspect the implementation of these principles of the Code of Conduct at the Supplier`s factories and premises.
- Silmäasema also has the right to perform production quality audit in the premises of the Supplier. The Supplier undertakes to support and assist Silmäasema or the parties authorized by Silmäasema during inspections.

Consequences of non-compliance

- The Supplier agrees to comply with this Code of Conduct by signing it as a part of its contractual relationship with Silmäasema.
- If the Supplier fails to meet any of the above requirements, (s)he should, without delay, in writing, contact and inform Silmäasema`s Management and take necessary corrective actions.
- In case of non-compliance by the Supplier, Silmäasema reserves the right to terminate the contract, if non-compliance with respect to any of the above principles has not been corrected within a reasonable time.

Indemnification by Supplier

- The Supplier will indemnify Silmäasema against all direct financial damages, losses, expenses and costs that arise as a result of a breach of this Supplier Code of Conduct.

Date: _____

Supplier`s company name: _____

Signature: _____

Name and title: _____