

Code of Conduct for Lindström Group and its Suppliers

This Code of Conduct defines the basic requirements set on Lindström Group (Lindström Oy and its subsidiaries) later **Lindström** and its suppliers of goods and services concerning their responsibilities towards their stakeholders and the environment. Lindström reserves the right to make reasonable changes to the requirements of this Code of Conduct in case Lindström own compliance policy is revised. Lindström expects in such a case the supplier to accept the made reasonable changes.

The supplier agrees herewith:

- **Legal compliance**
 - to comply with the laws of the applicable legal system(s) of resp. country
- **Prohibition of corruption and bribery**
 - to tolerate no form of and not to engage in any form of corruption or bribery, including payment or other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law.
- **Respect for the basic human rights of employees**
 - to promote equal opportunities for and treatment of its employees irrespective of skin colour, race, nationality, social back ground, disabilities, sexual orientation, political or religious conviction, sex or age.
 - to respect the personal dignity, privacy and rights of each individual
 - to refuse to employ or to make anyone to work against his will
 - to refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination
 - to prohibit behaviour including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative
 - to provide fair remuneration and to guarantee the applicable national statutory minimum wage
 - to comply with the maximum number of working hours laid down in the applicable laws
 - to recognize, as far as legally possible, the right of free association of employees and to neither favour nor discriminate against members of employee organizations or trade unions.
- **Prohibition of child labour**
 - to employ no workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, to employ no workers under the age of 14.
- **Health and safety of employees**
 - to take responsibility for the health and safety of its employees
 - to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases
 - to provide training and ensure that employees are educated in health and safety issues
 - to set up or to use an occupational health and safety management system according to OHSAS 18001 or equivalent
- **Environmental protection**

- to act in accordance with the applicable statutory and international standards regarding environmental protection
- to minimize environmental pollution and make continuous improvements in environmental protection
- to set up or use environmental management system according to ISO 14001 or equivalent
- **Supply chain**
 - to use the best efforts to promote among its suppliers compliance with this Code of Conduct
 - to comply with the principles of non discrimination with regard to supplier selection and treatment

Signatures:

Place

Date

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