

## **CODE OF CONDUCT**

Salcomp Plc recognizes that it is in the long-term interest of the company itself as well as of its stakeholders that Salcomp Plc commits to high standards of ethical conduct and compliance with applicable laws. To emphasize importance of the commitment to Salcomp Plc stakeholders, a following statement of ethical conduct is followed throughout our organization.

### **Ethics and Law**

- As a Group we are committed to full compliance with international and national laws as well as locally established good practices taking into account local cultural practices. We recognize that there may be conflicting legal requirements but we continue to maintain our commitment to follow and respect all applicable local laws.
- We emphasize that complying with the laws is only the minimum level of ethical conduct and create internal policies and detailed standard operational procedures to ensure that the highest standards of responsible conduct and good corporate governance practices are met throughout the organization.
- We commit to respect and promote the rights at work according to labor, safety and rights at work laws. We are designed to respect the right of employees to form representative organizations and to join – or not to join – trade unions, provided this right is freely exercised, and establish a constructive dialogue with these unions.

### **Human Rights**

- We fully support and respect the protection of human rights within the sphere of our influence. In our daily operations this means that we will not tolerate any harassment, violence or discrimination of any kind in our organization. We do not use or profit from child or forced labor, or slavery-like conditions.

### **Employee Commitment**

- We treat every employee with respect and dignity. We are conscious of the fact that the success of the corporation is a reflection of the professionalism, ethical conduct and the responsible attitude of Salcomp Plc's management and employees. Therefore recruitment of right people and ongoing training and personal professional development are crucial for us.

### **Good Workplace Practices**

- We are designated to creating good workplace practices in all our locations. This means that we improve our internal practices to ensure the well-being of personnel.
- We actively promote equal opportunities and offer career opportunities based on merit alone. Our compensation policy is to provide fair salaries, benefits and incentives.
- We encourage team work in all levels and within as well as between all areas of our organization as well as individual's possibilities for continuous personal and professional improvement.
- We respect our employees' privacy and assure adequate level of personal safety and security for our employees and create adequate standards of data protection as well as procedures concerning Intellectual Property Rights.
- We respect also our customer's privacy and trade secrets and we are committed not to reveal any such information we might have access to in connection to product development and production.

### **Commitment to Environment, Health and Safety**

- We are committed to respect and protect environment and promote sustainable development in all our operations. In our daily business we comply with local environmental, health and safety laws, agreements and practices and have established internal Environment, Health and Safety Policy and local guidelines to further promote highest standards of conduct in the field of EHS.

### **Business Partners & Conflict of Interest**

- We insist on honesty, integrity and fairness in all aspects of our business and expect the same in our relationship with all business partners and suppliers of materials, goods and services. We aim to deal only with reputable suppliers who are willing to apply our quality standards.
- We require our management and our employees to avoid conflicts of interest and not accept personal gifts or hospitality from our stakeholders other than gifts of nominal value given in the ordinary course of business not tied to any agreements or understandings that include benefits in exchange of the gifts. We abstain from offering or paying bribes or any illicit payments to anyone in order to obtain or retain business opportunities.



Markku Hansasjärvi  
President and CEO  
Salcomp Plc