



## Supplier Code of Conduct

### Introduction

Pinja is fully committed to promote sound environmental, social and governance (ESG) principles to all stakeholders and the society we operate in. We are compliant with internationally recognized standards for responsible business operations including the UN Global Compact, UN's Universal Declaration of Human Rights, International Labour Organisation (ILO) conventions and guidelines outlined in the Organization for Economic Co-Operation and Development (OECD).

This document describes the ESG conditions that we expect our suppliers to fulfill in order to comply with our core principles. The suppliers are also expected to ensure that their supply chains comply with these conditions.

### Legal compliance

The supplier must operate in full compliance with all international and national laws and regulations applicable to their business. The supplier must commit to the Finnish Act on the Contractor's Obligations and Liability when Work is Contracted Out (1233/2006). The supplier is expected to comply with applicable EU and UN sanctions programs, if such are in force.

### Information security and data privacy

The supplier must fulfill the relevant legal and regulatory requirements concerning the security and privacy of information. The supplier must have appropriate technical and organizational means to secure confidential and proprietary information of Pinja, our customers and partners, other suppliers and individuals. The supplier must ensure appropriate data protection training to personnel having permanent or regular access to personal data and ensure that persons authorized to process the personal data have committed themselves to confidentiality or are under an appropriate statutory obligation of confidentiality. Information may not be used for any other purposes than for which it was provided.

### Environment

The supplier is expected to promote environmental responsibility and manage and strive to reduce their environmental footprint. The means may include e.g. using sustainable technologies and components, minimizing waste, using recyclable materials and renewable energy, reducing emissions. Where applicable, the supplier is

expected to measure and monitor their greenhouse gas emissions and to report them upon request.

### Labor and business ethics

#### Minimum age requirements

The supplier must not engage in or benefit from the use of child labour. The supplier shall ensure that workers under the minimum age for work are not employed, as specified by the national law.

#### Non-discrimination

The supplier is expected to treat their employees equally and with respect, regardless of factors such as gender, age, ethnic or national origin, religion, disability, sexual orientation, union membership or political affiliation.

#### Freedom of association and collective bargaining

The supplier is expected to respect the right of employees to freely associate and bargain collectively.

#### Modern slavery

The supplier must not engage in modern slavery such as using forced, bonded or compulsory labor. Employees must be employed on a voluntary basis and they shall have the right to leave their employment after reasonable notice.

#### Wages and working hours

The supplier is expected to compensate employees fairly and, as a minimum, to comply with legal minimum standards. Working hours must comply with national laws.

#### Health and safety standards

The supplier is expected to ensure that its employees are offered a safe and healthy working environment.

#### Anti-corruption

The supplier must refrain from all forms of corruption, extortion and bribery. The supplier must ensure that all payments or other benefits comply with applicable anti-corruption laws and regulations.