

Transmeri Group Code of Conduct for Business Partners

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CODE OF CONDUCT FOR BUSINESS PARTNERS



We comply with laws and regulations



We respect human rights



We adhere to ethical business practices

- We are committed to fair competition
- We do not offer or accept bribes



We minimize our environmental impact



We care for health and safety



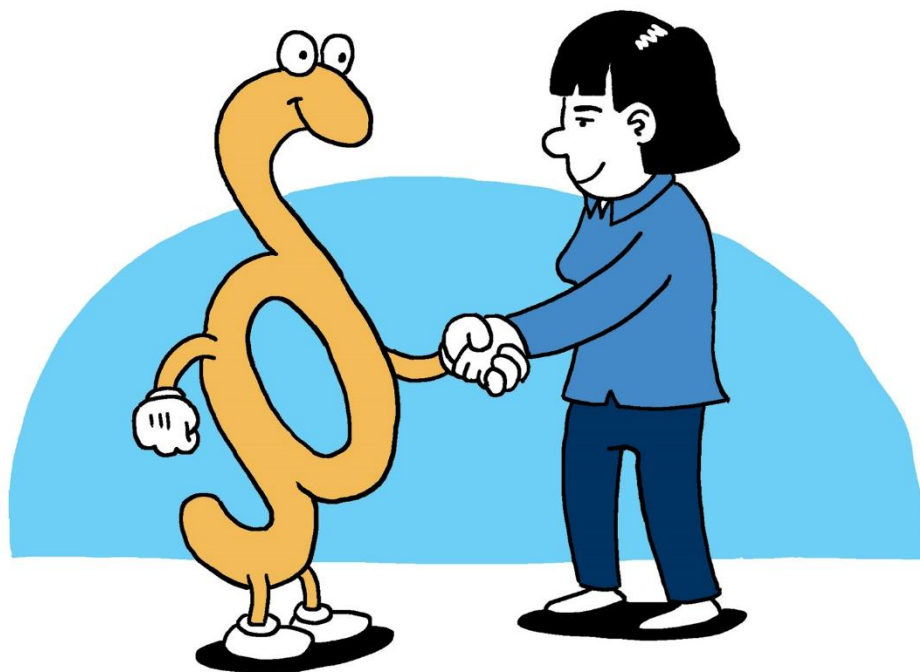
We manage information confidentially

- We treat personal data confidentially
- We keep trade secrets confidential



We comply with laws and regulations

Transmeri Group requires its business partners to comply with applicable national and international laws and regulations in all their operations. Key legislation includes for instance laws on workers' status, working conditions and safety, equality, privacy, corruption, fair competition, consumer and environmental protection as well as product safety. Our partners never urge or instruct anyone to violate applicable law.

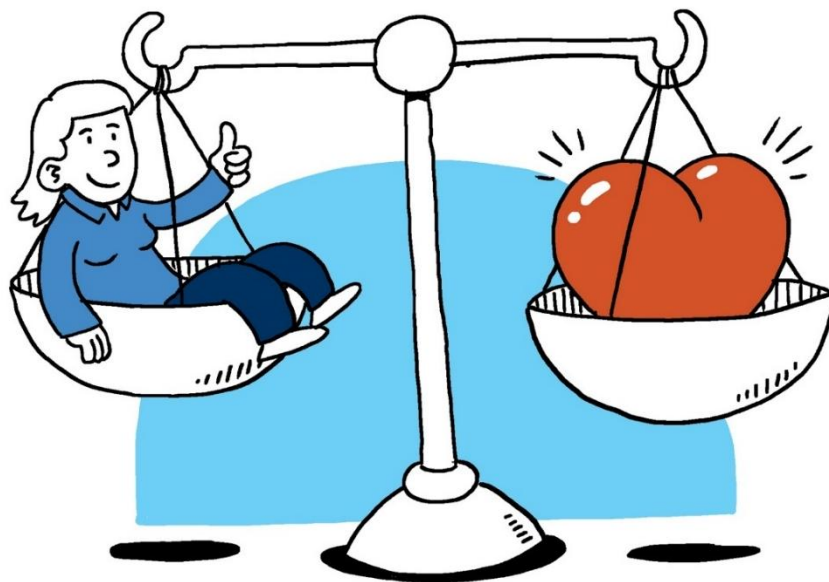


We respect human rights

- We do not accept the use of child labor
- We do not accept forced or compulsory labor
- We do not accept any form of discrimination

Transmeri Group is committed to respect internationally acknowledged human rights and aims to take effective measures to avoid adverse human rights impacts, which could directly or indirectly be associated with our operations. We expect our partners to respect human rights in their operations and to aim to do their part to contribute to the realization of these rights.

We do not accept the use of child labor, any form of forced or compulsory labor or other human rights violations in our supply chain. We do not accept discrimination, harassment, violence, mental coercion or verbal threats. We follow applicable labor legislation and respect the freedom of association and the right to collective bargaining as defined in the ILO conventions.





We adhere to ethical business practices

- We are committed to fair competition
- We do not offer or accept bribes

Transmeri Group has zero toleration for corruption, blackmail, embezzlement and bribery. Transmeri Group and our partners do not accept any form of bribery. We do not promise, offer, give, demand or accept any improper monetary or other incentives to public official or other parties. Neither do we directly or indirectly advice, urge, tempt, or instruct anyone to take or give bribes or illegal payments.

Transmeri Group is committed to compete in a fair manner and to comply with the applicable competition laws and regulations in its activities with competitors, customers, suppliers and other business partners. We expect the same kind of commitment from our partners. Our business partners realize that violations of ethical business practice only serve to damage both Transmeri Group's and our partner's own reputation in addition to other potential serious consequences.





We minimize our environmental impact

Climate change mitigation is one of the main themes of Transmeri Group's responsibility work, and the aim is to promote sustainable production and consumption in cooperation with our partners. Transmeri Group and our business partners work together to identify ways in which we can reduce our environmental impact. All activities of our partners must comply with applicable national and international environmental laws and regulations. Environmental protection must be duly taken into account in all decision-making, and our partners are committed to avoid and minimize adverse effects on the environment in their own operations.





We care for health and safety

Transmeri Group aims to create and maintain work environments with high health and safety standards consistent with national requirements throughout its operations. Employees are not allowed to work in dangerous, uncertain, or unhealthy conditions that can threaten their health or safety. Transmeri Group expects its business partners to share a similar outlook to occupational safety.

Product safety as well as consumer health and safety are of utmost importance to Transmeri Group. Our target is to ensure that all our product and services meet all the agreed and statutory quality standards. Our partners are committed to do their part to ensure product safety and that our products and services meet the agreed and statutory requirements.





We manage information confidentially

- We treat personal information according to data protection principles
- We keep trade secrets confidential

Transmeri Group respects the data, technology, and intellectual property rights as well as other confidential information of its business partners and commits to use this information in accordance with agreements with the respective partners. We respect individual data protection rights and will disclose confidential information pertaining to operations, staff, customers, or business partners only to the applicable parties. We avoid potential conflicts of interest and expect our partners to manage confidential information appropriately in accordance with these principles, applicable laws, and ethical business practices.





Reporting concerns and misconduct

Transmeri Group is committed to responsible and ethical business and expects same commitment from its business partners. Violations of this Code of Conduct pose a significant risk to both companies' reputation and the brands that we represent. Misconduct on these guidelines poses significant risks to business operations, the society, and to the people involved in this kind of action. For these reasons we cannot accept inappropriate procedures and will immediately take action to correct such conduct should it come to our attention.

It is the right and duty of our partners to report any concerns or violations immediately. You can get help and guidance from this code of conduct and from your Transmeri Group contact person. More contact information can also be found at <https://transmerigroup.fi/ota-yhteytta/>. We want to be worthy of our stakeholders' trust and work together towards our goals - responsibly.

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