

RESPONSIBLE SUPPLIER - Pohjolan Voima Code of Conduct for Suppliers

1. Purpose

Pohjolan Voima produces energy in a reliable, cost-effective, and environmentally responsible manner. The business practice of Pohjolan Voima is guided by the corporate responsibility policies approved by the Board of Directors.

It is important for us that our contractual partners are aware of their role in the responsible value chain of Pohjolan Voima. We are committed to responsible business principles and their development in our operations, and we require our partners to commit to corresponding principles. We support the development of corporate responsibility through appropriate monitoring practices, sharing our own experiences, and developing approaches in cooperation with the supplier.

2. Practice

The supplier complies with the responsible business principles of Pohjolan Voima or the supplier's own corresponding principles and requires its partners to follow corresponding principles. This code of conduct describes the basic requirements for responsible business practices required of suppliers.

The supplier operates in accordance with this code of conduct and complies with all applicable laws as well as all authorizations and other binding requirements concerning its operations, with the aim of responsibly managing economic, social, and environmental matters. The applicable legislation and policies include principles that correspond with the internationally recognized Ten Principles regarding human rights, labor standards, environmental protection, and anti-corruption (the UN Global Compact).

The supplier shall without delay notify Pohjolan Voima if it suspects or notices any activity in its operations that is contrary to this code of conduct. The supplier shall allow Pohjolan Voima to audit its operations and, upon request, provide information on the fulfillment of these requirements. Pohjolan Voima may carry out the audit itself or with the assistance of a third party. A potential audit is carried out in cooperation with the supplier.

3. Conflicts of Interest

The supplier is not involved in business relationships that are not in compliance with anti-corruption laws and regulations. The supplier does not accept or offer gifts or benefits that exceed the reasonable customary hospitality related to business or employment relationship or may appear to lead to conflict of interest.

4. Environmental and Energy Efficiency

The supplier identifies and assesses the environmental impacts and risks of its operations and minimizes the environmental and climate impacts it causes to the natural values related to its operations. Operating in compliance with the best practices related to environmental matters and energy efficiency and the continuous improvement of the same are part of the supplier's responsible approach.

5. Functioning Working Environment and Occupational Safety

The supplier ensures safe working environment for persons employed by the supplier or within its sphere of influence, prevents health hazards related to work, observes fair employment practices, and promotes fair treatment. The supplier continuously develops its operations to improve the working environment and occupational safety.