

RESPONSIBLE SUPPLIER

Pohjolan Voima Code of
Conduct for Suppliers



1 RESPONSIBILITY IN NETWORKS AND STAKEHOLDER RELATIONS

Pohjolan Voima strives for a carbon neutral Finland. Our aim is to reduce the emissions of our production continuously according to continuous improvement principle, and we engage in a long-term work to alleviate the environmental impacts of hydropower. Responsible operations are a part of our strategic thinking: We create decisive power to strengthen competitiveness and contribute to a better tomorrow. This includes the elements of responsibility: economic, social and environmental responsibility. The basis of our responsible actions lies in the materiality to operations and the company's values, skilfully, reliably, together.

The responsible business practice of Pohjolan Voima is guided by the Code of conduct approved by the Board of Directors and the four UN's sustainable development goals chosen to Pohjolan Voima's responsibility programme that we have the greatest effect on.

We operate in networked projects both with our owners and our partners and subcontractors. It is important for us that our contractual partners are aware of their role in the responsible value chain of Pohjolan Voima and are committed to the responsible operating principles and the development of them in their operations.

This Code of conduct describes the basic requirements for responsible business practices required of contractual and cooperation partners.

2 PRACTICE

We expect you as our contractual and cooperation partner to comply with all the applicable laws as well as the authorisations 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, labour standards, environmental protection, and anti-corruption (the UN Global Compact).

3 CONFLICTS OF INTEREST

You are only involved in business relationships that are in compliance with anti-corruption laws and regulations. You do 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. You follow all laws and regulations prohibiting money laundering.

OUR CORPORATE RESPONSIBILITY THEMES



4 ENVIRONMENTAL AND ENERGY EFFICIENCY

You identify and assess the environmental impacts and risks of your operations and minimize the negative environmental effects it causes to the nature, the climate and the biodiversity. If you produce or supply biomass fuels, you can indicate their origin and supply chains and that they are sustainably produced according to sustainable forestry and legislation. Operating in compliance with the best practices related to environmental matters and energy efficiency and the continuous improvement of the same are part of your responsible approach.

5 SAFE WORKING ENVIRONMENT AND THE WELL-BEING OF EMPLOYEES

You ensure safe working environment for persons employed by you or within your sphere of influence and prevent health hazards related to work, as well as observe fair employment practices, and promote fair treatment. You continuously develop your operations to improve the working environment and occupational safety.

6 COMPLYING WITH THE CODE OF CONDUCT

You shall allow Pohjolan Voima to audit your operations and, upon request, provide information on the fulfilment of these requirements. Pohjolan Voima may carry out the audit itself or with the assistance of a third party.

If you do not fulfil the requirements of this Code of conduct, we support the development of your responsibility through appropriate monitoring practices, sharing our own experiences, and developing approaches in cooperation with you. If you critically breach this code of conduct, we reserve the right to cease our cooperation and to terminate all contracts relating to it.

You shall without delay notify Pohjolan Voima if you suspect or notice any activity that is contrary to this Code of conduct.

OUR SUSTAINABLE DEVELOPMENT GOALS

7



We produce electricity and heat for our customers by means of hydropower, thermal power and nuclear power. We are committed to carbon neutrality. Ensuring that our production plants operate reliably and efficiently is a prerequisite for reaching this goal.

8



Relevance of their work, occupational health and safety, as well as wellbeing at work are important to the employees of Pohjolan Voima. In addition to carbon neutrality, relevance includes competitiveness and resource efficiency.

15



Our operations influence the environment. Themes important to us include biodiversity, sustainable use of forests and freshwater ecosystems, including migratory fish.

17



Our networked operating method is an integral part of our operating model. It is also part of the expertise of each Pohjolan Voima employee. We promote sustainable development together with our partners.

POHJOLAN VOIMA OYJ

Mikonkatu 7 A5

P.O.Box 40, 00101 Helsinki

www.pohjolanvoima.fi

**DECISIVE
POWER.**