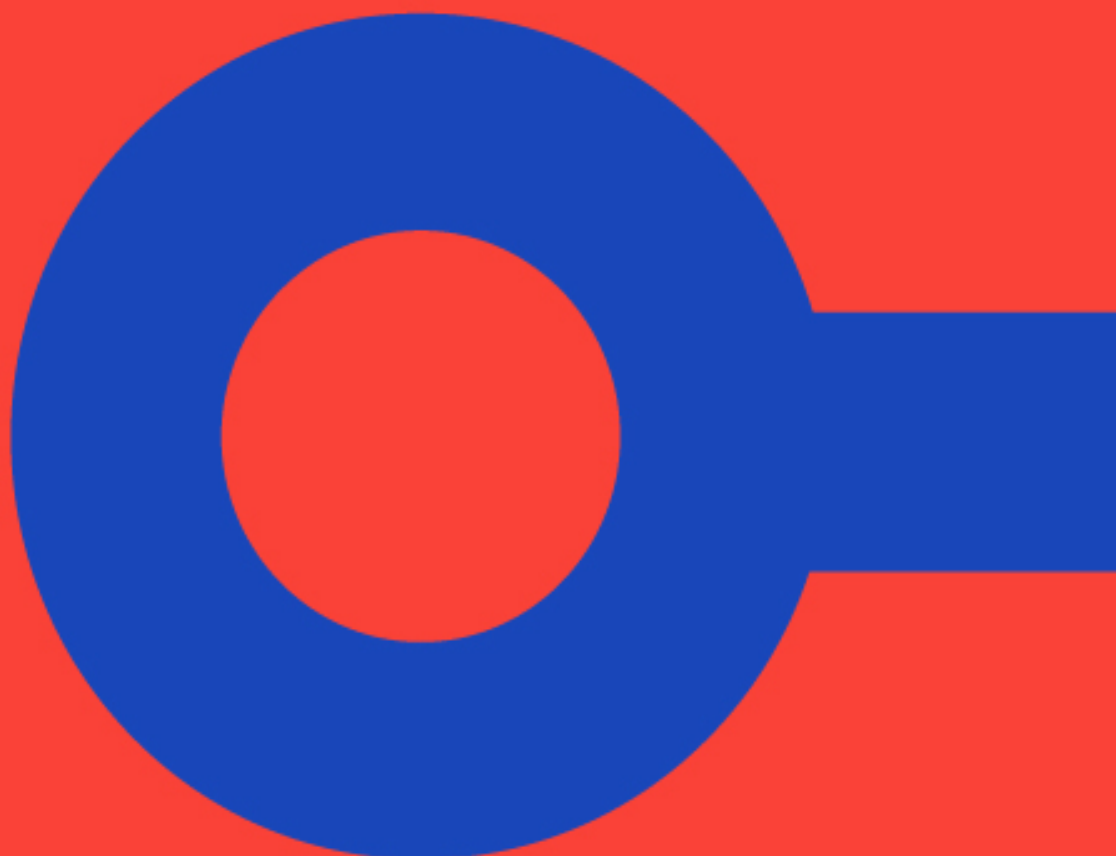


CRIMPPPI



Code of Conduct describes the operating policies that are commonly accepted by the Group.

## Code of Conduct

Crimppi's code of conduct describes operating policies that are commonly accepted by the Group. The policies increase productivity and well-being of work communities as well as guide them to do the right thing the right way. The principles described in this code of conduct are based on Crimppi's strategy, vision and values, the International Labour Organization's (ILO) treaties and the ten principles of the UN Global Compact.

In this context, when we talk about "Crimppi", "Group" or "we", we refer to Crimppi Oy and its subsidiaries.

Every employee and member of the Board, regardless of country, status or role, must always act in compliance with these principles. Crimppi's management and supervisors are responsible for ensuring that the principles are thoroughly communicated for every employee. In addition, we require that Crimppi's suppliers, subcontractors and other collaborators adhere to the principles described in the Crimppi's Policy for Suppliers and Third Parties.

### We act according to our values

Values guide and inspire our operations. We work with agility and courage, and we always want to be ahead of things. We do our work safely, responsibly and with high quality, and we do things right the first time. We want to work closely with our customers and thrive together with them.

### We act responsibly

We conduct our business relations in accordance with our values and ethical standards as well as with all applicable laws and regulations. We commit to conduct our business with honesty and just, and we are committed to avoid all actions where this is jeopardized.

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## **We are fair and open**

We strive for consistency and transparency in all our operations from production chain and material choices to management culture. We communicate openly, and we encourage our employees to be proactive and bring up new ideas. We tell our staff about our goals and profitability, and we invest in continuous improvement and competence development.

We treat our business partners professionally, equitably and fairly. Our actions are always based on objective facts, not on personal interest. Bribery in all its forms is strictly forbidden and our personnel are not allowed to offer, give or offer bribes.

## **We act with courage**

We dare to do things in our own way, which often means we do them differently from other actors. We intervene in difficult things and grievances when necessary and act boldly when we find that there is a need for action. We actively look for new and better solutions.

## **Conflicts of interest and confidential information**

Management and personnel of Crimppi will not act in any way that could possibly lead to conflict between personal interest and interest of the company or our partners.

We handle all sensitive and confidential information responsibly. It is contrary to our principles that a person uses or transmits confidential information that he/she has acquired from the company on the basis of his/her position or duties. Confidential information may be disclosed only when required by law or with the consent of the information owner.

## **We are responsible of our personnel**

Skilled and prosperous personnel play a key role in achieving our goals. We respect human rights and act in comply with the applicable labor law, collective agreement and our personnel policy. We want to create a healthy and safe working environment together, and we invest in the well-being of our staff in many ways.

We value each other and treat everyone equally and fairly regardless of, for example, their gender, age, origin, sexuality,

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marital status or political and religious beliefs. We do not allow discrimination or harassment in any form and we actively work to combat them. We respect the freedom of association and peaceful assembly.

## **We take care of the environment**

We are committed to act environmentally friendly, and we constantly strive to improve our overall eco-efficiency. We actively work with our customers and partners to find more environmentally friendly solutions and practices. Most of our customers work with renewable energy production and energy conservation. Crimppi is committed to not knowingly purchase or use conflict minerals (gold, tin, tantalum, wolfram and none of their derivatives such as cassiterite, coltan, wolframite) from DRC (Democratic of Congo) region in its products unless the minerals are certified as "conflict free".

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