

Code of conduct

The company's management and personnel are committed to constant improvement of quality, environmental management and safety as well as to operate in compliance with the valid legislation, regulations of the authorities and general instructions in the field.

Principals in this Code of Conduct are followed by all our employees and we expect the same from our shareholding companies, subcontractors, suppliers and other stakeholders.

1. Law and Ethics

We operate in compliance with valid national and international legislation, regulations of the authorities and general instructions in the field.

2. Quality

We aim to meet our customers' expectations and demands in all of our business, and to fulfil in business co-operation agreements. In practice, this means providing our customers with high-quality products and services within the schedule agreed. Management and development of the supplier and specialist network is a central part of quality management of our operations.

3. Fair Competition

We are committed to comply with national and international competition laws. We compete fairly and do not agree on setting prices, market shares or do not any other similar agreements with competitors. We do not enter into exclusive or non-competition agreements. We treat competitors with respect.

4. Corruption and bribes

We have a zero tolerance of any kind of corruption or bribes.

5. Environment

We promote the principles of sustainable development in the products provided by our company. We aim to decrease environmental impacts in our projects and other operations. Our target is no harm to environment nor assets. In practice, this means careful planning of projects and related logistics from the viewpoint of raw materials and the use of energy. We require the environmental management system from our important suppliers of raw materials and product entities.

6. Human rights and equal treatment

We are committed to the principles of The Universal Declaration of Human Rights and the United Nations' Global Compact. We act with due diligence to avoid infringing the rights of others. We respect diversity and every person deserves to be treated with dignity and equality.

7. Occupational health, safety and working environment

Every employee is trained to perform their tasks safely. Good, safe practices protect not only the employees themselves but also other people affected by our work against injuries. Compliance is regularly controlled by means of HSE (Health, Safety, Environment) audits. The projects are managed and implemented without causing safety risks to our own personnel or that of our suppliers and other interest groups.

8. Confidential information

We respect privacy. We collect, use and process personal and customer data responsibly, lawfully and carefully.

Violation of this Code of Conduct weakens the trust we have built with our shareholding companies, our customers, suppliers and other stakeholders. Failure in following the Code of Conduct can enter company's personnel and business at risk. All concerns for suspected violations should be raised up and reported to the management of the company.