



## Human rights

As a Group we respect the UN's Universal Declaration of Human Rights.

The Group has also promise to develop leadership and service practices.

- Offer equal opportunities
- Recognise and utilise individual expertise and needs
- Lead our personnel and customer relationships fairly
- Communicate our goals and achievements

We do not accept the use of child labour or forced labour, nor do we accept any discrimination based on ethnic origin, age, gender, nationality or sexual orientation.

## Personnel

Continuous attention is paid to the Group's personnel's operating conditions, development of know-how, well-being at work and investments in health. Supervisors' behaviour and attitudes are expected to comply with the values and they are expected to make fair decisions. Quality, safety and environmental aspects are a key component of orientation and each employee is expected to take responsibility for developing these. Equality is a highly regarded value in the Group and improving it is an essential part of the HR policy and the development of personnel's well-being at work. The Group's equality plan steers practical implementation.

Koskisen ensures that no employee is subjected to bullying, discrimination, sexual harassment or any other type of harassment. The terms of employment contracts and working conditions are based on equality and fairness.

## Customer/Sales

Contracts with customers are confidential. We act fairly and with integrity, and treat our competitors and their work with professional courtesy.

We comply with product requirements and standards, and with ethical codes throughout the order-delivery chain, and our products and services are traceable and their origin is known. The goal of our product development work is to develop product characteristics that comply with responsible and sustainable development.

## Suppliers

Koskisen Oy requires all of its suppliers and subcontractors to comply with applicable laws and international agreements, to respect human rights and to commit to Koskisen Group's ethical principles. We seek reliable, respectful and mutually beneficial relationships with our suppliers.

We expect all of our suppliers to respect unconditional non-disclosure agreements and intellectual property rights.



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