

## DESTIA'S ETHICAL GUIDELINES FOR CONTRACTING PARTIES

*Responsibility is a part of Destia's corporate culture. The business principles, which are based on Destia's values, goal and strategy, are described in these Ethical Guidelines. The company management, employees, contracting parties and other stakeholders must commit themselves to these Ethical Guidelines.*

We comply with our agreements and treat each other with respect. We comply with competition legislation, data protection legislation and other legislations in all our practices.

Our business connections are based on openness and trust. We respect each other's trade and business secrets and we apply ethical business practices. In invoicing, we comply with jointly agreed practices and we take care of its accuracy. We refrain us from conflicts of interest, and we operate actively against bribery, corruption and money laundering.

We respect and comply with human rights, generally accepted terms of employments and ethical practices. We guarantee our employees safe and equal working conditions together with fair conditions regarding working hours and salary. Every employee in our subcontracting chain must have the right to unionize and resign without any sanction. Employees' fundamental and human rights, for example freedom of speech and freedom of movement, must not be restricted.

Our operations have a significant impact on the living environment. We bind ourselves to acknowledge the environmental impacts and to work in a way that there are no environmental damages. The reduction of environmental damages is a part of our everyday practice and all our contacting parties must comply with it. We encourage all our stakeholders to improve and develop sustainable practices.

### We expect from our contracting parties:

- To comply with agreements, legislation and regulations in force
- To comply with fair trade and competition legislation
- To process personal data carefully in accordance with data protection regulation
- To respect business and trade secrets and maintain confidentiality
- The accuracy of invoices and invoicing processes
- To refrain themselves from conflicts of interest
- To operate actively against bribery, corruption and money laundering
- To operate actively against the use of child labour and forced labour
- To respect employees' fundamental and human rights
- To comply with working conditions which are generally accepted and in conformity with the practices used in Destia's field of activity
- To offer safe working conditions and working environment
- To respect equality and non-discrimination
- To comply with environmental responsibility

### The control and compliance with the guidelines:

Our contracting parties are obliged to report without any delay all practices in conflict with these ethical guidelines. The activity can be connected to suspicion of abuse or other violation or concern. The report can be made through Destia's Whistle Blowing Channel (<https://www.firstwhistle.fi/destia>) or to Destia's representative.

Destia reserves the right to supervise and conduct audits to ensure that subcontractors and other contracting parties are complying with these guidelines. If Destia's contracting party violates these guidelines, it can be a question of significant breach of contract, which leads to sanctions or the cancellation of the contract.