

walki

Supplier Code of Conduct



WALKI GROUP OY
21.8.2018



Walki Group's Supplier Code of Conduct

Walki's suppliers and other business partners (herein after the 'Supplier') must comply with all applicable laws, applicable international standards and the following Supplier Code of Conduct. The Supplier is responsible to ensure that their suppliers and sub-contractors follow and comply with this Supplier Code of Conduct, and fully understand its content and the obligations it sets. The Supplier must offer assistance and training when required to fulfill the set obligations.

Compliance

The Supplier complies with all applicable national laws and regulations. Of particular significance are laws concerning occupational health and safety, equality, non-discrimination, privacy, bribery and corruption, competition, environmental protection, and product and food safety.

When national laws are not compatible with international human rights, the Supplier should attempt to find ways in which to also comply with the applicable international regulation.

The Supplier is required, when requested by Walki, to be subjected to a quality assurance system, which fulfils at minimum the standards of ISO 9001:2015 or a more recent version thereof.

Bribery and anti-corruption

Any form of bribery or corruption is not tolerated. This includes any promise of payment or payment of bribes and illegal payments to the authorities or other parties, or any advice or incitement to anyone to offer or accept them.

Any form of money laundering, financing of terrorism or other illegal activities, or unlawful restrictive trade practices are strictly prohibited.

Fair Competition

The Supplier is required to comply with all applicable competition laws. No illegal or restricting business methods are accepted.

The Supplier considers conflicts of interests and requires its employees to notify without delay of any condition which could be or could be perceived as a conflict of interest. Conflict of interests can also include, but not limited to, personal benefits and benefit to the person's family.



Gifts and hospitality

The Supplier must comply with all laws and standards issued on giving and accepting gifts and applicable standards are assessed in accordance with the legal requirements of each jurisdiction. Any personal gifts or hospitality must be consider of little value and common.

Human rights

The Supplier must respect and comply with all internationally recognized human rights, and promote human rights in practice. The Supplier should consider international human rights as noted in the Universal Declaration of Human Rights and the Core Conventions of the International Labor Organization.

When national laws are not compatible with international human rights, the Supplier should attempt to find ways in which to also comply with the applicable international regulation.

Discrimination

The Supplier must treat all employees equally. Discrimination of any form is not tolerated, which includes discrimination based on gender, religion, age, ethical background or race.

Discrimination, threats, oppression, sexual harassment or harassment in any form is not tolerated by the Supplier.

Labor rights

The Supplier is obliged to comply with national laws and to respect all internationally declared labor rights. When national laws are not compatible with international standards, the Supplier should attempt to find ways in which to also comply with international standards.

The Supplier is required to treat its employees fairly, equally and with respect. The Supplier must respect all employee's personal dignity and their health, safety, privacy, freedom of religion and conscience.

Working hours and wages

Working hours must comply with national legislation and applicable collective agreements.

Wages, benefits and overtime compensation must comply with national legislation and applicable collective agreements. Any deduction from wages as a disciplinary measure is prohibited.

Health and Work Safety

The Supplier must comply with all national laws and all applicable international standards. When national laws are not compatible with international standards, the Supplier must attempt to comply with international standards.



The Supplier should actively work to prevent accidents and injuries. All work-related injuries and illnesses must be prevented to the best of the Supplier's capability. The Supplier must also actively find solutions to ensure the enjoyment of health of its employees.

The Supplier must comply with Walki's safety requirements when working at or visiting at Walki premises and carry out necessary safety training.

The Supplier shall respect the right of all employers to freely and voluntarily establish and join organizations of their own choice in accordance with national laws and collective agreements.

Forced labor

No form of bonded labor, forced labor or labor with a fear of punishment is permitted. Employees must work at their own will for compensation and employees should be free to leave and change their employment when they wish. For example, taking or withholding employees' passports is prohibited.

The Supplier does not tolerate or accept any form of human trafficking and is required to ensure that employees working with transport assure human trafficking does not occur during transportation of products.

Child labor

Child labor is not permitted. Every child is to be protected from economic exploitation and from carrying out work that can be considered to have a negative effect on the child's education or harmful to the child's health or development.

Child labor is considered to be work carried out by a child who is under 15 years of age, or under 14 years of age in those countries specified in Article 2.4 of ILO Convention 138.

Any hazardous work shall not be conducted by an individual between the ages of 15-18 years.

Environment

The Supplier shall comply with all national laws and standards. For example, the Supplier is prohibited polluting the ground or waters. Suppliers are encouraged to act in an environmental friendly way. For example, the Supplier should ensure appropriate handling of waste, record their water discharges and emissions to air, and attempt to minimize waste and effluent.

Communication

The Supplier is required to communicate openly and honestly with Walki. The Supplier is required to present truthful information and all required information.

**Confidentiality**

The Supplier must comply with the strictest rules of confidentiality regarding personnel, customers, business partners and trade secrets.

Compliance and enforcement

It is the Supplier's responsibility to ensure that this Supplier Code of Conduct is implemented and complied with in practice.

It is the duty of the Supplier to immediately report directly to Walki any suspected or detected violations of this Supplier Code of Conduct or any applicable laws.

Walki reserves the right to conduct audits and other inspections to all of the Supplier's locations and facilities by Walki employees or by third parties to ensure that all parts and aspects of this Supplier Code of Conduct is being implemented and complied with. These inspections may be unannounced without prior notice.

In case the Supplier fails to comply with the terms of this Supplier Code of Conduct, Walki has the exclusive right to require improvements by the Supplier in related matters. If improvements are not made within a Walki established time period, Walki has the exclusive authority to terminate its contract and business with the Supplier.



The Supplier by its signature(s) below commits to comply with this Supplier Code of Conduct.

Date: _____

Company: _____

Undersigning: _____