

1. Introduction

To ensure a responsible conduct with respect to ethical, social and environmental matters this **Code of Conduct** summarizes the requirements which Etra Oy (hereinafter referred to as "Etra") is committed to and which Etra also requires its suppliers (hereinafter referred to as "Supplier") to comply with.

2. Business conduct

The supplier shall in all its operations be committed to ethical conduct and the respect for human rights in the spirit of internationally recognized standards.

All forms of bribery, money laundering, corruption and unlawful restrictive trade practices are strictly prohibited.

3. Labor and Human Rights

Non-discrimination and oppression

Etra does not accept discrimination, threats, oppression or harassment in any form.

Child or Forced Labor

The supplier shall not use child or forced labor under any circumstances or contract with subcontractors or suppliers using such labor.

Working environment and social conditions

Supplier is obliged to support and respect internationally declared human rights and treat its employees fairly, equally and with respect. Supplier shall provide its employees a safe and healthy working environment in compliance with all applicable laws and regulations.

Freedom of association

The supplier shall respect its employees' right to freely associate and bargain collectively in compliance with all applicable laws and regulations.

Wages and working hours

The supplier shall ensure that compensation paid to its employees complies with all applicable wage laws, including those relating to minimum wages, overtime hours and mandatory benefits. Working hours must comply with national legislation and agreements.

4. Environment

Supplier shall comply with national laws and the principles concerning the environment. Supplier shall also actively strive to reduce emissions into the air, soil and waterways and make more efficient use of resources.

5. Compliance and enforcement

By agreeing to this code of conduct Supplier confirms that it complies with this Etra Oy Supplier Code of Conduct.

The Supplier shall ensure that its suppliers comply with these terms.

Acknowledged and approved

Date & Place: _____

Company: _____

Signature: _____