

# Supplier Code of Conduct

## Table of Contents

Purpose of the document .....	1
1 Environment and sustainable development .....	1
2 Corporation and social responsibilities.....	2
3 Good governance practices .....	2
4 Conflict minerals.....	3
5 Policy compliance and monitoring .....	3

## Purpose of the document

This Code of Conduct sets out the minimum principles that our suppliers must follow when working with Genelec Oy. These minimum principles are in line with the UN principles on Business and Human Rights and the International Labour Organisation (ILO) principles.

Genelec Oy is committed to promoting environmentally responsible, ethical and sustainable business models and practices. We expect the same commitment from all our suppliers of goods and services

## 1 Environment and sustainable development

The supplier must be committed in its own activities:

- To minimize the impact of their activities on climate change.
- To minimize the depletion of natural resources where possible.
- to minimize the amount of waste, pollution and greenhouse gas emissions generated by its operations.
- To improve the use of resources, raw materials, and energy in their own production.
- Ensure recycling and proper waste management.

The supplier must undertake to use all possible means to reduce its overall environmental impact:

- To minimise the impact of its activities on the natural environment and the loss of biodiversity.
- To localise and measure the significant environmental and climate impacts associated with their activities, with a view to reducing them in their operations.

## **2 Corporation and social responsibilities**

The supplier is responsible for its own staff and its impact on the surrounding society. In its operations and practices, the Supplier shall ensure that:

- Working conditions, well-being at work, occupational health services and safety at work.
- Any hazards in the working environment must be eliminated and all employees must be informed of the risks identified.
- That all workers are given access to the instructed and supervised use of effective personal protective equipment..
- The proper and safe storage, handling (training and practices) and disposal of substances and chemicals classified as hazardous.
- Working rights, freedom of association, weekly working hours, statutory time off and annual leave.
- At least the minimum wage according to local law, with overtime pay if applicable.
- That its activities do not involve child labour, forced labour or other forms of involuntary labour.
- The safety and security of any accommodation provided by the employer.
- The implementation of universal human rights, acceptance of diversity, prevention of various forms of discrimination, harassment, and intimidation.
- The possibility for employees to raise, through agreed procedures, any grievances that may arise in the workplace.
- Protection of privacy and security of information.

## **3 Good governance practices**

The supplier must have good governance practices:

- Act against bribery and corruption.
- Promote sustainable development.
- Promote good business practices.
- Ensure the responsibility of its partners.
- Ensure that its partners comply with its obligations in relation to taxes and employers' contributions.
- Monitor its internal practices to ensure that they are effective and sufficiently transparent.

## **4 Conflict minerals**

The supplier must act in accordance with current EU recommendations, regulations and legislation on conflict minerals.

- Regulation (EU) 2017/821 of the European Parliament and of the Council of 17 May 2017 laying down supply chain due diligence obligations for Union importers of tin, tantalum and tungsten, their ores, and gold originating from conflict-affected and high-risk areas.

- European Commission Delegated Regulation 2019/429 on responsible trade in minerals from conflict or high-risk areas.

- European Commission Recommendation (EU) 2018/1149, Guidance on the identification of high-risk areas and other supply chain risks under Regulation (EU) 2017/821.

## **5 Policy compliance and monitoring**

The Supplier, their suppliers and subcontractors shall comply in all their activities with the laws and regulations of their own territory and with the requirements set out above. The Supplier shall, for its part, ensure and be able to prove, where necessary, that it complies with the requirements.

If the Supplier discovers any irregularities in its own operations, those of its suppliers or subcontractors, the Supplier shall remedy the situation without delay. The Supplier shall also be obliged to inform the Contracting Entity of the detected non-conformity and of the ongoing measures and risks associated with the situation.

The Customer shall have the right to monitor the implementation of the above points by means of audits and/or requests for clarification. In the event of any anomalies being discovered during the monitoring, the customer shall be entitled to demand corrective measures. Failure or delay on the part of the supplier to implement and monitor the corrective measures shall constitute grounds for termination of the existing contract.