

ISKU

Since 1928

Isku-Yhtymä's Code of conduct for responsible business

This is Isku-Yhtymä's code of conduct for responsible business, which is based on the values of Isku Yhtymä and it illustrates our corporate culture. The code of conduct supports sustainable development and the success of business because responsible business practice creates trust in all of our stakeholders. With this code of conduct we make known to our stakeholders the objectives concerning our responsible business practice. The responsible business practice is about following generally accepted ethical principals and legislation. This code of conduct applies to all of Isku-Yhtymä's companies and all of our employees shall follow these principals.

1. Ethical principals and following the legislation

We commit to following all legislation concerning our operation and this code of conduct in every country we operate in. All of our personnel are to know the legislation and regulations concerning their work and to follow them.

2. Human rights

We want to promote human rights. We honor and support the principles recognized in United Nations' Declaration of Human Rights and Global Compact. As the employer we recognize the fundamental rights of the employees defined by the International Labour Organization: freedom of association and the right to bargain collectively, prohibition of forced labour and equality of opportunities and treatment for all employees.

3. Equality and even-handed treatment

We offer equal opportunities to all at employment, salary, educational opportunities, promotions and pension arrangements without regard to race, sex, religion or persons other attributes. We do not tolerate harassment or bullying in the workplace.

4. Environment

We acknowledge environmental impacts in all of our business. Our objective is to reduce the environmental impacts of our business according to our principle of continuous improvement. We offer our clients services that cover the whole life cycle of our products to gain environmentally best results. We concentrate on the high quality of our products and their design. Timeless design and well-made furniture stands time, wear and use. By the long life cycle of the products and selection of materials we save natural resources and reduce the amount of waste.

5. Quality of our products and services

The basis of our products and services is a high quality standard. We concentrate in overall development of quality. We monitor the quality of our operations constantly and understand the importance of customer feedback.

6. Honesty and fair play

We abide by our promises and commitments. Honesty is the basis of our operation. We support fair play and free markets. We do not discuss or make deals with the competitors on prices, market shares or equivalent. We obey the competition laws of the countries we operate in.

7. Conflict of interest

We do not accept presents from our business partners exceeding normal hospitality. We do not pay bribe to enhance our business. We do not use illegal means to get favorable acts or services from the authority.

8. Personnel and working conditions

We respect our personnel. The professional and skilled personnel are the foundation of our operation. We maintain and improve our personnel's proficiency by educating them and supporting work-based learning. We require our personnel to act honest and according to our values aiming in good co-operation with our own personnel and partners. We do not tolerate working conditions that are in conflict with the human rights. We endeavor to ensure safe and healthy working environment to all our workers. We prevent accidents and injuries with instructions and measures which reduce these risks.

9. Suppliers

We endeavor to that our suppliers follow this code of conduct for responsible business. We want to improve and sustain a network of suppliers that is ready to actively promote ethically sustainable development. We support and encourage our partners towards responsible operation. We require our suppliers to follow local legislation in their operation.

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Arto Tiitinen
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Isku-Yhtymä Oy



Seppo Vikström
Chairman of the Board
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