



## Supplier Code of Conduct

### Purpose

A central aim of the MSK Group ("MSK") is to be a genuine, straightforward and honest partner to its employees, customers and stakeholders. We want to increase economic well-being in society and reduce environmental impacts through our operations. We support global agreements on human rights, labor, the environment, and anti-corruption.

To achieve the positive goals of your operations, we follow principles of responsible operations, which we also require of our suppliers. The purpose of these principles is to make sure that we are developing our operations with suppliers who have the same operating principles and goals that we have. **We insist that our suppliers follow at least the principles of this Code of Conduct in their business operations.** This is a requirement and starting point for engaging in business cooperation with us.

### Applicability

The requirement covers the MSK Group entirely and applies to all suppliers regardless of products and/or services.

Employees of suppliers must be people working for the supplier. They may be the supplier's own employees, subcontracting, or in a temporary work relationship. MSK requires that its suppliers check and verify that its own suppliers follow principles of responsibility.

### Conformance

MSK monitors the responsibility work of its suppliers. Suppliers may be asked to provide a written response to questions concerning their social and environmental responsibility. MSK has the right to review or audit a supplier's responsibility operations or have this performed by a third party of its choice. The supplier agrees to cooperate during reviews or auditing of responsibility.

For more information on the values, operating principles and responsibility of MSK, visit <https://mskgroup.fi/responsibility/>.



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## **Overview**

Suppliers shall comply with legislation and agreements concerning their operations.

## **Labor and human rights**

Suppliers do not use child labor in their operations. Suppliers do not use employees younger than 15 years of age, or younger than 18 years of age when performing hazardous work.

Suppliers must not use any forced, involuntary, or indentured labor, nor should threats of violence, physical punishment, confinement or other forms of physical, sexual, psychological or verbal harassment, abuse or control be used as a method of discipline, coercion or detention. Work is performed on a voluntary basis. The supplier does not confiscate employees' personal documents or possessions in any way to compel them to work.

The supplier pays at least statutory wages for work performed and complies with legislation concerning working hours.

Employees have the right to organize or not organize themselves into a trade union and pursue common interests as an association.

Employees shall not be discriminated against based on gender, age, ethnicity, marital status, sexual orientation, religion, political views or state of health.

## **Health and safety**

Suppliers provide safe and healthy working conditions and takes the necessary steps to prevent accidents at work. Accidents at work are documented and measured in the necessary manner. Accidents at work are studied in order to learn from them and to prevent them from repeating.

Suppliers make sure that all employees are provided with orientation and the work includes the necessary protective equipment without charge.

## **Anti-corruption**

Suppliers do not accept corruption or bribes in any form. Suppliers act against corruption in all forms, including, but not limited to, extortion, fraud, money laundering and cash payments.



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## Environment

Suppliers act in a systematic, goal-oriented and anticipatory manner to reduce the environmental impacts of their operations.

Business processes are designed to minimize serious emissions and leaks to the ground, water and air.

## Conflict minerals

The term *conflict minerals* refer to minerals extracted from areas where there are widespread internal conflicts and where the extraction of minerals may contribute to the continuation of the conflict and violation of human rights, or be a source of their funding. Suppliers do not knowingly acquire conflict minerals or their derivatives from conflict areas unless they have been certified as “conflict free”.

## Supplier Evaluation

Our suppliers agree to be assessed, audits and inspections to verify compliance with Supplier Code of Conduct and the terms of the contract. Violations and evidence of noncompliance leads to a range of corrective and potentially disciplinary actions, including termination of the supplier relationship if warranted based on the severity of the finding. Preference, however, is given to engaging with suppliers and working collaboratively to address areas of concern and effect real change.

These assessments may be conducted by employees of the MSK Group or by an independent third party commissioned by the MSK Group.

## Validity

We will evaluate this Supplier Code of Conduct annually and you will find the latest approved document in our website, <https://mskgroup.fi/responsibility/>. In case of major changes, we will inform our Suppliers commonly.

Kauhava 19.3.2024

Timo Lehtioja  
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