

Ethical Guidelines (Code of Conduct)

This Code of Conduct describes the core operating principles of Suomen Imurikeskus Oy. The guidelines apply to all our employees, management, as well as our partners, suppliers, and subcontractors. They guide our daily operations, decision-making, and collaboration throughout the entire supply chain.

Responsible and Sustainable Operations (ESG)

Our operations are based on safety, reliability, and responsibility. We adhere to principles related to environmental protection, social responsibility, and good governance (ESG), and we also require our partners to comply with these principles.

Compliance with Laws and Regulations

We comply in all our operations with applicable national and international legislation, regulatory requirements, and industry standards.

Honest and Ethical Business Practices and Anti-Corruption

Our operations are based on honesty, transparency, and trust. We do not tolerate bribery, corruption, extortion, or any improper benefits in any form.

Fair Competition and Conflicts of Interest

We are committed to fair and open competition. We do not engage in agreements that restrict competition, such as price-fixing or market allocation. We avoid situations where personal interests may conflict with the interests of the company.

Human Rights and Labour Practices

We respect human rights and require that they are upheld throughout our entire supply chain. We do not accept the use of child labour, forced labour, human trafficking, or any other form of unethical labour under any circumstances.

Equality and Prohibition of Harassment

We treat all individuals equally and with respect. Discrimination, harassment, bullying, violence, or any other inappropriate behavior is prohibited.

Health, Safety, and Well-being

We promote a safe and healthy working environment and support the well-being of our employees, and we expect the same standards from our partners.

Environmental Responsibility

We operate in an environmentally responsible manner and comply with all applicable environmental laws and regulations. We encourage our partners to reduce their environmental impacts and to develop sustainable practices.

Data Protection, Assets, and Confidentiality

We carefully protect personal data, trade secrets, and intellectual property, and we require the same from our suppliers.

Reporting and Addressing Misconduct

We encourage our employees and partners to report suspected misconduct. Individuals who report concerns in good faith will not be subject to retaliation, and their privacy will be respected.

Implementation of the Guidelines

The company's management is responsible for approving and implementing this Code of Conduct. Any potential deviations will be addressed and corrected without delay.