

Supplier Code of Conduct

For suppliers of Ouneva Group



Ouneva Group companies (Alsiva, Ase Utra, Electro-Hill, Eswire, Jotwire, Ouneva, Top Speed and Valukumpu) are committed to making compliance and social responsibility part of their everyday operations. We expect all our suppliers to follow similar principles and conduct their business ethically.

This Code applies to all companies (“Suppliers”) that provide products and/or services to any Ouneva Group company. As a supplier, you must comply with all applicable laws and regulations and also requirements and contractual obligations towards us.

Business ethics

We expect our suppliers to conduct business in a fair and ethical manner and in accordance with legislation.

In particular, you will

- Refrain from any and all forms of corruption, conflicts of interest, fraud, extortion, embezzlement, illegal pressure and money laundering.
- Not participate in cartels and other agreements restricting competition and at the same time comply with applicable competition laws.
- Disclose information regarding potential conflicts of interest relating to your activities as a supplier.
- Adhere to international trade regulations and export control regulations.
- Comply with applicable data protection (e.g. GDPR) and information security laws.

Fair labour conditions

We expect our suppliers to ensure fair labor conditions and to respect the personal dignity, privacy and rights of each individual.

In particular, you will

- Respect the UN's declaration of human rights and the requirements set by conventions of the International Labor Organization (ILO).
- Refrain from employment discrimination based on gender, age, ethnic origin, nationality, religion, disability, union membership, political or sexual orientation.
- Not tolerate or use child labour in any stage of your activities and comply with all applicable minimum age regulations for the employment.
- Respect the rights of employees to freely associate and bargain collectively.
- Refuse to make any person work against his or her will.
- Compensate employees fairly and follow local wage regulations and / or collective agreements, and where these do not exist, compensate employees so at the minimum they can meet their basic needs.
- Ensure that working hours, including overtime, do not exceed applicable legal requirements and vacation times.

Health, safety and environment


We expect our suppliers to provide a safe and healthy workplace for employees. At the same time, we expect our suppliers to comply with all applicable environmental protection laws and regulations and to conduct business in a way that preserves natural values.

In particular, you will

- Manage and identify health, safety and environmental related risks within organization and make sufficient actions to secure the safety and healthy working conditions for employees.
- Ensure that all employees are sufficiently aware of these risks and appropriately trained.
- Identify and reduce the consumption of energy, water and natural resources.
- Adopt a systematic way to identify, manage, reduce and responsibly dispose of or recycle hazardous and non-hazardous materials.
- Ensure that all necessary up-to-date documentation according to the applicable regulations (e.g. REACH, RoHS, Conflict Minerals, chemical SDS) are available.

Updating

The management of Ouneva Group has approved this Supplier Code of Conduct on the 12th of July, 2023. The Supplier Code of Conduct is regularly reviewed and updated as necessary.



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