

The principles governing Defour's business operations

Corporate social responsibility is becoming increasingly important. A society or a company operating in society can only be a genuinely responsible entity if there is agreement on what corporate social responsibility really means.

Norms and standards are often introduced in the form of mandatory laws and decrees. Many companies have their own corporate responsibility principles in which they specify what is laid down in the law or in which they intentionally go beyond the minimum requirements.

Defour Oy complies with internationally recognized and applicable regulations such as international human rights, business ethics and working conditions. We also require the same from our business partners.

Code of conduct for Defour's business partners

The people working for Defour's suppliers are to be treated with respect, and their health, safety and basic human rights must be protected and promoted.

Human Rights

- Child labour shall not be used
- Treat people equally
- No discrimination is practised
- No harsh or inhumane treatment is allowed
- We respect the freedom of association, and the freedom of workers to organize themselves professionally

Business ethics

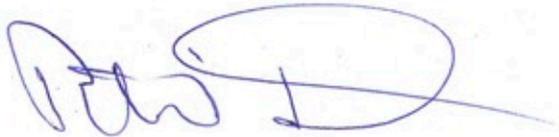
- Act lawfully and ethically
- Communicate clearly and honestly
- Discrimination, harassment and bullying is not allowed in any circumstances

Working conditions

- Working conditions are safe and human
- We provide each other a safe and secure work environment for growth and development

Supplier Audits

Defour Oy has the right to audit the supplier's activities during the cooperation. We expect our supplier to support this process fully and to encourage their own suppliers to work to these principles.

A handwritten signature in blue ink, appearing to read 'Petri Perälä'.

Petri Perälä
CEO

20th of January 2020
Turku, Finland