

Aktia Group's Ethical code of conduct for suppliers

Legality of the operations

Aktia's suppliers are committed to operate in a manner required by local legislation. In addition, the suppliers shall observe orders of the authorities as well as the business code of conduct in its line of business. The supplier is responsible for that its subcontractors and suppliers observe these in all their operations.

Human rights

Aktia has committed to following the main international conventions and standards, such as the UN Universal Declaration of Human Rights and corresponding UN conventions, ILO conventions, OECD Guidelines for Multinational Enterprises, and the Rio Declaration on Environment and Development. Aktia requires the same also from the suppliers. The supplier shall respect human rights and commit to ensuring that the operations are not causing a violation of human rights.

The supplier commits to ensuring that no child labour is used in its or its subcontractors' operations. The supplier shall also make sure that employing people that are over the minimum age but under 18 years old does not jeopardise their education, health, safety, or psychological development.

Employee rights and occupational safety

The basic rights of an employee include the right to free unionising and collective bargaining. The minimum terms and conditions of the employment relationship according to legislation and collective agreements should be followed both by the supplier and the supplier's subcontractor. The supplier shall also ensure that no forced labour or penal labour is used. The employees shall receive a minimum salary according to at least the national legislation or general practice in the line of business.

Aktia respects diversity, equality and parity and requires the same from its suppliers. Discrimination and harassment shall be completely forbidden both in the suppliers' and subcontractors' operations.

The supplier commits to follow those statutory occupational health and occupational safety regulations concerning the supplier. The work environment shall fulfil the requirements of occupational safety and the occupational health legislation. The supplier shall actively aim at preventing accidents at work and other accidents, and accidents relating to occupational safety must be documented and investigated.

Business code of conduct

Aktia operates ethically and reliably. This is required also from suppliers. Within the requirements of corporate responsibility, the suppliers shall comply with legislation for the reporting of non-financial information and responsible marketing. Suppliers are required to act honestly and ethically in a competition, to handle payments and other obligations related to their operations properly, to ensure the secrecy of confidential information, data security and privacy protection, to reject corruption and giving and receiving of gifts that can be interpreted as an attempt to influence the business. A supplier shall reject all forms of money laundering and ensure that terrorist activities are not furthered in any form. In addition, it must be ensured that the management of the company or those in a position exercising control do not include persons banned from business operations.

Environment

Aktia operates in an ecologically responsible manner. Suppliers shall also operate responsibly with regard to the environment. A supplier is required to comply with international and national environmental law, regulations and principles. Aktia requires that suppliers have knowledge of their own environmental impact and are observing these in their own operations.

Aktia has participated in the CDP's Climate Change, water and forest initiative. We encourage suppliers to do the same. We observe the UN principles and reporting on sustainable development which we also encourage our suppliers to do.

Duty to report and follow-up

The supplier commits to supervising the operations of its own supply chain and if the supplier observes any flaws, report these to Aktia. Subcontractors and partners must follow Aktia's principles mentioned above. Upon request the supplier shall provide information on its operations and the operations of its supply chain to Aktia.

Aktia has the right to terminate the business relationship with the supplier without delay, if the supplier has violated the corporate responsibility requirements and has not within the agreed time limit corrected the flaws.

Contact information

If you have any questions about the Ethical code of conduct for suppliers, you can contact suppliercodeofconduct@aktia.fi.