



## **Granlund Group's Supplier Code of Conduct**

Granlund Group is committed to conducting business in accordance with the highest ethical standards, in accordance with [our Code of Conduct](#) and applicable laws and regulations. Granlund wants to follow the principles of sustainable development in all its operations and act as a responsible corporate citizen. This includes transparent business operations, fair rules for both employees and owners, and the fight against all forms of corruption and the shadow economy. We believe in building strong and lasting relationships with our suppliers based on trust, transparency and shared values. This Supplier Code of Conduct defines the principles and expectations that the Granlund Group has towards its suppliers.

### **Lawful and ethical activities**

Suppliers must comply with all applicable laws and regulations, recognized standards and agreements. This includes, but is not limited to, laws related to labor, health and safety, environmental protection, trade, sanctions, and anti-corruption. All applicable permits, certificates, licenses, and registrations must be obtained, maintained, and kept up to date.

Suppliers are expected to adhere to the highest ethical practices. This includes avoiding any form of bribery, money laundering, corruption, extortion, and unethical business practices. Suppliers must also promote fair competition and respect intellectual property rights. Suppliers must avoid any interaction with Granlund Group employees that may create or give the impression of a conflict of interest. If the supplier has associates or family members working within the Granlund Group, they must disclose these potential conflicts of interest before entering into a business relationship. Suppliers shall not try to influence public decisions or decision-makers in an unlawful or otherwise inappropriate manner.

### **Human rights and labour standards**

Suppliers must respect and promote human rights in their operations. Discrimination, sexual or other harassment and any abuse or exploitation of employees is strictly prohibited.

Suppliers must provide a safe and healthy working environment for their employees. This includes compliance with occupational health and safety laws, reasonable working hours, fair wages, and a ban on child or forced labor, bonded labor, and human trafficking. Workers must be provided with appropriate training and skills development. Suppliers must respect their employees' rights to freedom of association and collective bargaining. Suppliers must not interfere with workers' rights to form or join trade unions or other worker organisations. Regarding foreign workers, suppliers must comply with all applicable laws and regulations related to foreign workers, including immigration and labor laws.

### **Diversity, equality and inclusion**

Suppliers are expected to promote diversity, equity, and inclusion (DEI) in their workplace culture and practices. This includes promoting an inclusive environment, complying with applicable legislation and providing equal opportunities. This means creating a workplace culture that values and respects differences related to race, ethnicity, gender, sexual orientation, age, religion and ability. In addition, suppliers are encouraged to ensure that their recruitment and promotion practices are fair and unbiased.

### **Environmental responsibility**

Suppliers are encouraged to minimise the environmental impact of their operations. This includes complying with environmental laws and regulations, mitigating climate change, responsible management of natural



resources, circular economy, preserving biodiversity, preventing pollution, and promoting other environmentally sustainable practices. We encourage suppliers to measure, monitor and review their environmental performance on a regular basis. Granlund Group is committed to the Science Based Targets initiative to reduce greenhouse gas emissions and limit global warming to 1.5 degrees Celsius, and we also expect suppliers to take action to reduce greenhouse gas emissions. Granlund Group may request information from suppliers on its environmental performance, in which case suppliers must provide the necessary information within a reasonable time.

### **Data privacy**

Suppliers must comply with all applicable data privacy laws and regulations, including the General Data Protection Regulation (GDPR). Suppliers must also take appropriate technical and organisational measures to protect the data from unauthorised access, disclosure, misuse or destruction. Any breach or incident must be reported promptly to the appropriate parties.

### **Transparency**

Suppliers must maintain open and transparent communication with the Granlund Group. This includes providing accurate and complete information about business practices, performance, and compliance with this Supplier Code of Conduct. The Granlund Group reserves the right to audit the suppliers' operations.

### **Continuous improvement**

In accordance with its externally certified ISO management systems, the Granlund Group continuously improves its business practices and expects its suppliers to do the same, including but not limited to practices related to ethics, labor, the environment and human rights. This requires regular assessments, reviews and the implementation of corrective actions where necessary.

### **Report violations**

We have zero tolerance for all illegal activities. Suppliers are advised to report any violations of this Supplier Code of Conduct to the Granlund Group without delay through the anonymous [Whistleblowing channel](#). Suppliers must provide a mechanism for their employees and in their supply chain so that they can anonymously file complaints without fear of retaliation. Any shortcomings identified must be investigated and appropriate measures must be taken to remedy the situation. The Granlund Group is committed to addressing the concerns raised by suppliers and to working together to resolve issues.

Compliance with the Code of Conduct of these partners is a prerequisite for doing business with the Granlund Group. Failure to comply may result in the termination of the business relationship.

We appreciate your commitment to upholding these principles and your collaboration with us to create a responsible and sustainable supply chain.

18.12.2025

**Pekka Metsi**

CEO

Granlund Group