

## **NRC Group Finland Oy's Code of Conduct for Business Partners (Suppliers)**

NRC Group Finland Oy (hereinafter "NRC Finland") complies with all applicable laws, regulations and instructions from the authorities in its operations, respects the environment and maintains high ethical and moral standards. NRC Finland requires that all of its business partners and other parties involved in the subcontracting chain operate under the same principles.

This Code of Conduct is an appendix to NRC Finland's Terms of Procurement, which apply to all procurement contracts, and forms an integral part of any invitation to tender, contract or contractual activity. This Code of Conduct does not limit any other rights NRC Finland may have based on an invitation to tender or a contract.

Any company that becomes a candidate in a tender organised by NRC Finland and/or submits a tender and/or enters into a contract with NRC Finland shall be bound by this Code of Conduct. Such a company shall hereinafter be referred to as "the Supplier".

In all activities, the Supplier shall comply with the laws, regulations and provisions of its country. A foreign seller must, insofar as Finnish law applies to the procurement, comply with Finnish laws and regulations in its activities.

NRC Finland particularly stresses compliance with the following terms:

- 1) The Supplier shall not breach any child labour laws or regulations or act contrary to any instructions or norms issued by the United Nations on the use of child labour.
- 2) The Supplier shall not breach any laws or regulations on occupational safety and health.
- 3) The Supplier shall make sure that its operations do not breach any environmental laws, regulations or operating standards generally accepted in the European Union.
- 4) The Supplier shall not aim to promote its business activities with NRC Finland or any other party by means of bribery or other criminal or unethical conduct.
- 5) The Supplier shall not engage in corruption, money laundering, activities of an organised criminal group, crimes against public finances or any other severe criminal activity.
- 6) The Supplier shall make sure that its subcontractors or other partners involved in the production or supply of goods, services or contract work adhere to the aforementioned terms.
- 7) The Supplier shall be entitled and obligated to notify NRC Finland of any violations of this Code of Conduct it may observe with regard to NRC Finland's operations.

The Supplier agrees that NRC Finland is entitled to carry out, or have carried out, necessary audits in all areas of procurement, such as the manufacture of goods, subcontracting, use of hired labour, transport services and other external procurement activities, to verify compliance with these terms. For this purpose, the Supplier shall promptly notify NRC Finland of any other companies involved in its subcontracts and subcontracting chain.

Should the Supplier through gross negligence violate or fail to comply with any of its obligations stated above, the Supplier shall be liable to immediately rectify its actions or to intervene in its partner's actions, or otherwise NRC Finland shall be entitled to terminate the contract at any time at its sole discretion.