Updated September 2024

SUPPLIER CODE OF CONDUCT

Our values – together, boldly, responsibly – form the basis of our daily work. Our actions are also guided by the ethical code of conduct that applies to all Fredman employees. We want to ensure that our supply chain partners also follow corresponding principles in their operations. Fredman's ethical code for suppliers describes the minimum standards that Fredman requires from its suppliers in addition to compliance with laws and other regulations.

Equality

The supplier undertakes to treat its employees, customers, suppliers and other stakeholders fairly and to work with everyone in good spirit and cooperation. Fellow people must be treated equally, regardless of age, race, nationality, language, religion or gender.

Fredman is committed to acting in accordance with the UN Guiding Principles on Business and Human Rights, and we expect the same from our business partners. The supplier undertakes to ensure that its business and supply chain are free from child labor, forced labor, human trafficking or other activities that violate human rights.

Well-being and safety at work

The supplier is committed to promoting the physical and mental wellbeing of its personnel and to offering various means to support this. Safety must be at the forefront in all operations.

Legal compliance

The supplier must comply with and monitor changes in all applicable laws, regulations and applicable national and international agreements in all its operations. Such legislation includes, for example, laws on labor and workers' rights, laws on health and safety at work, environmental and consumer protection and product safety, as well as competition law and financial liability.

The supplier must ensure that any subcontractor used by it also complies with these laws and regulations.

Product safety

The supplier must ensure that all of its products and services meet the quality and safety criteria set out in applicable law and in the agreements between the parties. The supplier must manage product safety risks throughout the supply chain. The supplier must use materials and raw materials of known origin and ensure traceability of materials and finished products. In addition, the supplier must ensure that the goods and products supplied do not pose a danger to nature or humans if they are used for their original purpose.

Information security

The supplier must, for its part, protect confidential information about Fredman's business, customers or other stakeholders and ensure the safe storage of confidential information.

Environment

The supplier undertakes to comply with environmental laws, regulations and regulatory guidance, to minimize the environmental impact of its operations and to continuously improve its operations in such a way that the environmental impact is reduced. The supplier must develop and promote the use of natural resources responsibly in its own operations and products.

Corruption

In order to be appropriate, a gift may be of nominal value only, and the value of acts of hospitality must be reasonable. It is prohibited to accept, offer or promise gifts or hospitality in the operations that could influence or even appear to influence decision-making. It is important to understand that gifts and hospitality may in some cases be considered corruption or give rise to conflicts of interest, especially when dealing with public authorities.

The supplier undertakes not to, under any circumstances, give or accept bribes or participate in corruption and to compete fairly and without violating applicable competition laws.

Reporting violaton

Fredman wants to be a responsible actor and promote transparency in everything it does. We hope that our stakeholders raise concerns and suspicions about violations of the law or our code.

We ask that you primarily discuss any suspicions with your contact person at Fredman Group Oy. However, if this is not possible, a report can be filed anonymously through our whistleblowing channel (https://fredmangroup.com/vastuullisuus/ilmoituskanava/).

Sanctions for non-compliance with the code

If it is found that a supplier does not comply with Fredman's Ethical Code for Suppliers, Fredman can advise or guide the supplier to resolve the issues. The supplier is obliged to take corrective action within the time agreed with Fredman.

If the supplier fails to take corrective action within the agreed timeframe, Fredman has the right to take further action regarding the relationship between it and the Supplier. If policy violations are repetitive or serious, Fredman has the right to terminate the relationship with the supplier immediately on the basis of a breach of contract.