

Code of Conduct for Business Partner

Introduction

Suomen vaimennin Oy (later on SV-shocks) SV is committed to fair and cooperative business relations as well as to social and ecological sustainability. This Code of Conduct serves SV-shocks and its suppliers, subcontractors, partners, etc. (hereinafter "business partner") to respond to the different conditions in the global market and to meet the challenges of social responsibility.

1 Scope

This Code of Conduct applies to the business partner irrespective of where the business partner and /or its branches and/or its business units are located. The business partner undertakes to comply itself with and to support its suppliers in complying with the contents of this Code of Conduct within the scope of its respective possibilities and areas of action and ensures the compliance with this Code of Conduct throughout its supply chain.

2 Core Principles

This Code of Conduct is based on our own commitment to our quality, and environmental policies, and the principles of international regulations and agreements that guide our operations including:

- UN Declaration of Human Rights
- The UN Global Compact, which promotes human rights, labor rights, environmental protection and the prevention of corruption
- ILO Declaration on Fundamental Principles and Rights at Work
- Recommendations of the International Chamber of Commerce
- Responsible Minerals Initiative as well as country-specific laws and regulations.

2.1 Compliance with Laws

The business partner agrees to comply with the applicable laws and other legal provisions of the countries in which it operates.

2.2 Prohibition of Corruption

The business partner shall take all necessary measures to prevent corruption and bribery. It avoids any actions in connection with public authorities and private business partners which are deemed to be "passive corruption" or "active corruption" and which could lead to an unreasonable advantage in business matters.

2.3 Prohibition of Unfair Competition

The business partner shall take all necessary measures to avoid unfair competition. It refrains from illicit market allocation, price fixing or other illicit agreements, as well as from making incorrect statements about SV-shocks or SV-shocks' products and about competitors of SV-shocks or their products.

2.4 Prohibition of Money Laundering

The business partner is obliged to adhere to any applicable law, regulation or directive regarding anti money laundering requirements.

2.5 Protection of Intellectual Property

The business partner respects and protects the intellectual property and property rights of each party and all third parties (work product, patents, designs, know-how, copyrights, proprietary information, trademarks, etc.).

2.6 Privacy and Data Protection

The business partner protects privacy, including personal data. It treats confidential information as such and keeps it secret. It takes necessary measures to comply with applicable privacy and data protection laws, regulations and standards (e.g. EU-GDPR).

2.7 Ethics

The business partner's actions are based on generally accepted ethical and moral standards and principles. It avoids conflicts of interest that may affect its business relationships or decisions made thereunder.

2.8 Respect and Dignity / Prohibition of Discrimination / Equal Opportunities

The business partner treats its counterparts with respect and dignity. It treats others equally, fairly and politely. It does not tolerate discrimination or any forms of degrading behavior. It ensures equal opportunities for all and equal treatment for all individuals, irrespective of their color, race, national origin, social or economic background, physical/mental limitations, sexual orientation, political or religious beliefs, gender or age. It complies with all applicable laws and regulations in this regard.

2.9 Freedom of Speech

Freedom of speech and expression of opinion are respected and protected by the business partner.

The business partner complies with laws and regulations pertaining to working conditions in the country in which it operates and takes necessary measures to ensure compliance with health and safety regulations and working conditions applicable at the place of performance.

2.10 Environmental Compliance

The business partner is aware of its obligations towards the environment and complies with all applicable environmental laws, conventions and regulations. It assumes responsibility for environmental protection to minimize environmental pollution and achieve continuous improvements regarding environmental protection.

2.11 Supply Chain

The business partner undertakes to observe and comply with the values and principles set out in this Code of Conduct on a sustainable basis and to impose this obligation on commissioned third parties and ensure their compliance.

3 Pest control in shipments

All shipments sent to SV-Shocks must be free of any animals, plants, insects or other biological material that can host or attract any creatures. (Excluding cardboard and wood used in packaging). Suppliers must ensure their pest control procedures are adequate to prevent the possibility of transfer of any pests.

This requirement is necessary to prevent any damage to nature caused by the accidental release of:

- Foreign and / or invasive species, that have no natural predators in Finnish nature.
- Any possible pathogens that pests or their remains may carry.

4 Enforcement

SV-shocks has the right to make appropriate changes to the provisions of this Code of Conduct in the event of changes to laws and/or standards and/or the SV-shocks Compliance Program. The business partner must acknowledge any such changes.

SV-shocks is entitled at all times and with the measures it deems appropriate to check compliance with the Code of Conduct and/or to consult third parties for this purpose.

For violations of this Code of Conduct SV-shocks reserves the right for adequate sanctions against the respective business partner. This can also lead to an immediate termination of the business relationship and a possible assertion of claims for damages and of other rights.

Questions regarding the Code of Conduct for Business Partners should be directed to: mikko.ylenius@sv-shocks.com.

By signing this document, I approve its requirements towards the company I represent and commit to taking necessary actions to fulfil them.

Name:

Company:

Date:

Signature of the business partner: