



Code of Conduct

This document describes ethically, socially and ecologically sustainable practices to which Juha Rantanen Oy is committed and which we also require our suppliers to follow.

1. Business Practices

In all its operations, Juha Rantanen Oy is committed to ethical practices and respect for human rights in the spirit of international agreements and internationally recognized standards.

All forms of bribery, money laundering, corruption and illegal ways of restricting trade are strictly prohibited. At Juha Rantanen Oy, we ensure that our directors, employees or contractual third parties do not offer, promise or accept bribes, make or receive improper payments to purchase new business, maintain existing business or pursue any other improper advantage.

Juha Rantanen Oy properly and honestly documents and honestly reports all business information and creates, maintains and disposes of such information in accordance with applicable laws and regulations.

2. Working conditions and human rights

- Combating discrimination and oppression

Juha Rantanen Oy does not condone discrimination, intimidation, oppression or harassment in any form.

- Child labor and forced labor

Juha Rantanen Oy does not use child labor or forced labor under any circumstances and does not enter into agreements with subcontractors or suppliers who use child or forced labor.

- Social working conditions

Juha Rantanen Oy supports and respects the implementation of internationally agreed human rights and is committed to treating its employees fairly, equally and with respect.

- Freedom of association

Juha Rantanen Oy respects the right of its employees to associate freely and to bargain collectively in accordance with applicable laws and regulations.

- Remuneration and working hours

Juha Rantanen Oy ensures that employees are paid in accordance with laws governing pay, including minimum wage, overtime, and mandatory employee benefits laws. Working hours must comply with national laws and agreements.



3. Occupational safety and health

Juha Rantanen Oy provides its employees with a safe and healthy work environment in accordance with laws and regulations. All employees are provided with appropriate health and safety information, the necessary training and tools. Employees must not be under the influence of alcohol or drugs.

Juha Rantanen Oy always complies with applicable occupational health and safety legislation and regulations.

4. The environment

Juha Rantanen Oy always strives to protect the environment as much as possible and to keep the impact of its operations and products on the environment to a minimum. Juha Rantanen Oy is committed to reducing emissions to air, soil and water. Juha Rantanen Oy complies with all applicable environmental laws and regulations.

5. Compliance with principles and control

By accepting this document, the Supplier confirms that it complies with its terms. In addition, the Supplier undertakes to take steps to ensure that its own suppliers comply with these terms.

6. Reporting violations

Violation of the principles described in this document must be reported to Juha Rantanen Oy.