



Oy Flinkenberg Ab

Code of Conduct

Introduction

Oy Flinkenberg Ab is a family-owned company founded in 1921, specializing in technical B2B sales. Our operations encompass the entire logistical chain, including importing, stock-holding, processing, and distributing various industrial products.

At Flinkenberg, we are committed to conducting our business with integrity, transparency, and compliance with all applicable legal requirements. As a Finnish family business, our dedication extends beyond achieving commercial success; we are committed to long-term operations in Finland and neighbouring regions, aiming to positively impact society, the environment, and all our stakeholders. Our core values – family ownership, reliability, customer focus, and continuous improvement – serve as the cornerstones of everything we do, providing the basis for building long-term relationships and delivering exceptional value to our customers and partners alike.

This Code of Conduct outlines the principles that guide our actions and decisions, reflecting our commitment to responsible business practices. It applies to all employees, stakeholders, and partners associated with Flinkenberg. All our business partners are expected to uphold similar principles outlined in this Code to ensure mutual commitment to responsible business practices and ethical conduct.

1. Compliance with Laws and Regulations

- We comply with all applicable laws and regulations, industry standards, and good business practices in all our operations. We stay informed about changes in laws, regulations, and industry standards that affect our business activities, and we adapt our practices accordingly.

2. Ethical Business Practices

- We conduct business honestly, fairly, and transparently. We source our raw materials from responsible and reputable suppliers who share our commitment to ethical practices and sustainability.
- We uphold fair competition principles and adhere to antitrust and competition laws. Our relationships with competitors are based on integrity and respect for fair play.
- We do not tolerate any form of corruption, bribery, or unethical behaviour. We expect our suppliers and partners to adhere to these same ethical standards.

3. Human Rights and Labour Conditions

- We respect the fundamental and human rights of our employees, customers, suppliers, and communities. As an employer, we follow the guidelines set by the International Labour Organization (ILO) on Fundamental Principles and Rights at Work.
- We comply with all applicable labour laws and regulations, and we follow the relevant collective agreements.
- We do not tolerate child or forced labour in any form within our business or supply chain.
- We strive to provide a safe, healthy, and inclusive work environment where every employee has the opportunity for personal and professional growth. We are committed to providing fair wages and benefits to all our employees, ensuring that they receive compensation commensurate with their roles, skills, and contributions. It is important for us that all individuals, regardless of their ethnicity, gender, sexual orientation, religion, disability, or any other characteristic, are treated with fairness and respect. Discrimination of any kind will not be tolerated, and all reported incidents will be promptly investigated and addressed.

4. Health, Safety, and Environment

- We prioritize the health and safety of our employees, customers, and communities, striving to maintain safe working conditions and practices. Health and safety aspects are taken into account in decisions, and we take active measures to improve working conditions (including internal audits).
- We are committed to reducing our environmental impact through efficient use of resources, reducing waste, recycling packaging materials, and managing emissions. We take active steps to cut our CO₂ emissions by increasing the share of renewable energy in our energy consumption. Additionally, we contribute to environmental sustainability by offering solutions for water treatment, renewable energy investments, and renewable energy products to our customers, thereby supporting more sustainable and environmentally friendly practices.

5. Confidentiality and Data Protection

- We prioritize the protection of confidential and proprietary information belonging to our company, our customers, partners, and employees. Access to confidential information is restricted to authorized personnel only, and it should be used solely for legitimate business purposes. Any breaches or suspected breaches of confidentiality or data security must be reported immediately to the management.
- We comply with applicable data protection laws and regulations, including the General Data Protection Regulation (GDPR).
- Confidentiality agreements or non-disclosure agreements may be required for employees and third parties who have access to sensitive information.

6. Reporting and Compliance

- We encourage all employees, suppliers, and other stakeholders to report any violations or concerns regarding this Code of Conduct. We have a whistleblowing system in place to allow all parties involved to report any violations or concerns regarding this Code of Conduct. All reported incidents are investigated promptly and, where necessary, appropriate actions taken to remedy any concerns identified. Notifications may be sent to whistleblower@flinkenberg.fi.

7. Revision and Review Process

We recognize that upholding these standards is a shared responsibility of every member of our organization. This Code of Conduct is periodically reviewed and updated as necessary to ensure it reflects the latest legal requirements and ethical standards. We encourage all employees to actively participate in this process by providing feedback and suggestions to continuously improve our ethical practices.