

Aktia Group's Ethical code of conduct for suppliers

Legality of the operations

Aktia's suppliers are committed to operate in a manner required by local legislation. In addition, suppliers must comply with the regulations by public authorities and honest practices in their sector. The supplier is responsible for that its subcontractors and suppliers observe these in all their operations.

Human rights

Aktia has committed to following the main international conventions and standards, such as the UN Universal Declaration of Human Rights and corresponding UN conventions, ILO conventions, OECD Guidelines for Multinational Enterprises, and the Rio Declaration on Environment and Development. Aktia requires the same also from the suppliers. The supplier should respect human rights and commit to ensuring that the operations are not causing a violation of human rights.

The supplier commits to ensuring that no child labour is used in its or its subcontractors' operations. The supplier must also make sure that employing people that are over the minimum age but under 18 years old does not jeopardise their education, health, safety, or psychological development.

Employee rights and occupational safety

The basic rights of an employee includes a right to free unionising and collective bargaining. The minimum terms and conditions of the employment relationship according to legislation and collective agreements should be followed both by the supplier and its subcontractor. The supplier should also ensure that no forced labour or penal labour is used. The employees should receive a minimum salary according to at least the national legislation or general practice in the line of business.

Aktia respects diversity, equality and parity and requires the same from its suppliers. Discrimination and harassment must be completely forbidden both in the suppliers' and subcontractors' operations.

The supplier commits to following the statutory occupational health and occupational safety regulations concerning the supplier. The work environment must fulfil the requirements of the occupational safety and occupational health legislation. The supplier is actively aiming at preventing work injuries and accidents at work, and accidents relating to occupational safety must be documented and investigated.

Code of conduct

Aktia operates ethically and reliably. This is required also from suppliers. Suppliers must comply with legislation concerning corporate responsibility requirements, for example with regard to the reporting of non-financial data and responsible marketing. Suppliers are required to act honestly and ethically in competition, to handle their business fees and other obligations appropriately, to ensure the confidentiality of confidential information, information security and privacy, to refuse corruption and to refuse giving and accepting gifts that can be interpreted as attempts at affecting operations. The supplier must refuse money laundering in all its forms and ensure that terrorist activities are not facilitated in any way. In addition, it must be ensured that the company's management or positions of authority do not include persons who are disqualified from engaging in business activities.

Environment

Aktia acts in an ecologically responsible manner. Suppliers must also act in an environmentally responsible manner. The supplier is required to comply with international and national environmental laws, regulations and principles. Aktia requires suppliers to be aware of their own environmental impact and to consider it in their own activities.

Aktia has signed CDP's climate, water and forest initiatives. We encourage our suppliers to do the same. We follow the UN's principles and reporting on sustainable development, and we also encourage our suppliers to do so.

Duty to report and follow-up

The supplier commits to supervising the operations of the supplier's own supply chain, and if any shortcomings are detected, Aktia must be informed of these. Subcontractors and partners must comply with Aktia's principles mentioned above. Upon request, the supplier shall provide information on the supplier's operations and on the operations of the supply chain to Aktia.

Aktia has the right to end the business relationship with the supplier immediately if the supplier has violated these corporate responsibility requirements and has not been able to rectify the deficiencies within the agreed time frame.

Contact information

If you have questions about the Ethical code of conduct for suppliers, you can contact suppliercodeofconduct@aktia.fi.