



## CODE OF CONDUCT 15.4.2026

### **LAUKAMO Group Code of Conduct**

This Code of Conduct defines the principles that apply to all companies and employees within the Laukamo Group. It clearly outlines the kind of actions and behavior we expect, as well as what we do not accept under any circumstances.

We require that every employee:

- reads this Code of Conduct carefully
- understands its content
- follows it in their daily work

Each employee is individually responsible for ensuring that these principles are upheld. If an employee has questions, concerns, or observes potential violations, they are expected to report them immediately to their supervisor or through the company's designated reporting channel.

#### **1. Compliance with Laws and Good Business Practice**

Laukamo Group complies with all applicable laws and international obligations in all its operations. We also act in accordance with good business practice, even in situations where the law does not provide clear guidance.

#### **2. Integrity in Business**

##### **Prohibition of Corruption and Bribery**

We do not accept bribery, corruption, or any other form of unethical influence under any circumstances.

- We do not offer or accept bribes or inappropriate benefits.
- We do not make payments or provide benefits to authorities or other parties to influence decision-making.
- We do not participate in money laundering or any other illegal financial activities.



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### **Gifts and Hospitality**

Business gifts and hospitality may be acceptable only if they are reasonable in value, customary, and transparent, and do not compromise impartiality.

### **Conflicts of Interest**

Employees must avoid situations where personal interests may conflict with the interests of the company. Any potential conflicts of interest must be reported without delay.

## **3. Respect for Human Rights and Equality**

Laukamo is committed to respecting internationally recognized human rights.

- Recruitment and compensation are based of competence and performance.
- We treat everyone equally and without discrimination.
- We do not accept harassment, bullying, threats, or any other inappropriate behavior.
- We do not allow forced or involuntary labor in any form.

We value diversity in the workplace and see it as a competitive advantage. Different perspectives and backgrounds strengthen our ability to innovate and serve our customers.

Terms of employment, compensation, and working hours are determined at least in accordance with applicable laws. We respect employees' right to organize within the limits permitted by law.

## **4. Safe and Healthy Work Environment**

Safety is an essential part of our responsible operations.

- We systematically identify and assess workplace risks.
- We implement measures to prevent accidents and health risks.
- We promote an open safety culture where observations and near-miss incidents are reported.

Every employee has a duty to act safely and to ensure the safety of others as well.



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### 5. Prohibition of Child Labor

We do not use child labor and do not accept it in our supply chain.

We do not employ individuals who are under 15 years of age or below the minimum working age defined by local law.

### 6. Environmental Responsibility and Sustainable Development

Laukamo Group is committed to reducing the environmental impact of its operations and developing its activities in accordance with the principles of sustainable development.

- We comply with applicable environmental legislation and regulatory requirements.
- Our environmental management system is ISO 14001 certified. The system supports our responsible operations and ensures that environmental impacts and risks are systematically identified and minimized as part of our activities.
- We continuously improve energy efficiency, the use of materials, and waste management in line with the principle of continuous improvement.

Environmental responsibility is an integral part of our long-term business strategy.

### 7. Responsibility in the Supply Chain

We require our suppliers, subcontractors, and other business partners to commit to similar ethical principles. Ethical conduct is an essential prerequisite for cooperation and the continuation of business relationships.

14.4.2026

Somero, Finland

Markus Manni  
Deputy CEO

A handwritten signature in blue ink, consisting of stylized cursive letters, positioned above a horizontal line.