



CSR-guidelines

1. Human rights

We support and respect the protection of internationally proclaimed human rights.

2. Equal opportunities

We are against discrimination based on ethnic or national origin, religion, sex, sexual orientation, age or political affiliation.

3. Freedom of association

We uphold the freedom of association and the effective recognition of the right to collective bargaining.

4. Forced labour

We are against forced labour, and our employees are employed of their own free will.

5. Child labour

We do not support child labour, and we maintain documentation in our personnel files showing the date of birth of each employee.

6. Remuneration and working hours

We comply with applicable laws and industry standards on remuneration and working hours.

7. Working environment

We aim at a physically and mentally strong working environment and build our cooperation on true respect for and interest in one another. We comply with applicable laws pertaining to health and safety in the workplace.

8. Employee retention and development

We recognize that the involvement of our employees contribute to the future success of the business. We are continuously developing employee competences to comply with job requirements.

In case of long-term illness, we are in a close dialogue with the employee to retain her/him in the job. We aim to support employees in case of personal crises.

9. Environmental responsibility

We conduct our daily business in an environmentally responsible manner and show optimum consideration for the environment when planning new activities.

10. Social commitment

We recognize the importance of a constructive collaboration in the society. Our code of conduct is based on respect and responsibility.