

Supplier Code of Conduct

This document describes the ethically, socially and ecologically sustainable practices to which Recycle Joy Finland Oy (hereinafter “Joyactor”) is committed and which are also required of all operators providing Joyactor with products, services, work or other interests (hereinafter “Supplier”).

The Supplier shall comply with all applicable laws and regulations worldwide. In addition to applicable laws and regulations, Joyactor's suppliers must adhere to the principles of ethical business conduct.

I WORKING CONDITIONS AND HUMAN RIGHTS

The purpose of this Code of Conduct is to define the basic sustainability requirements placed on Joyactor’s suppliers. The Code is based on the principles of the United Nations Global Compact.

1.1 DISCRIMINATION AND OPPRESSION

Suppliers should uphold the elimination of discrimination in respect of employment and occupation. Suppliers should not tolerate intimidation, oppression, or harassment in any form.

1.2 CHILD LABOR AND FORCED LABOR

Under no circumstances may a Supplier use child labor or forced labor or enter into agreements with subcontractors or suppliers who use child or forced labor.

1.3 WORKING CONDITIONS

The Supplier supports and respects the protection of internationally agreed human rights and undertakes to treat its employees fairly, equally and with respect. Supplier should make sure that they are not complicit in human rights abuses.

1.4 FREEDOM OF ASSOCIATION

Suppliers must recognize and respect the freedom of association of workers and the right to freely choose their representatives and to bargain collectively in accordance with applicable laws and regulations.

1.5 SALARY AND WORKING HOURS

The Supplier shall ensure that employees are paid in accordance with the laws governing pay, including the laws on minimum wages, overtime, and mandatory employee benefits. Working hours must comply with national laws and agreements.

1.6 OCCUPATIONAL SAFETY AND HEALTH

The Supplier always complies with the applicable occupational health and safety legislation and regulations.

2 THE ENVIRONMENT

Suppliers should support a precautionary approach to environmental challenges. The supplier 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. Suppliers obtain and maintains all necessary environmental permits and registrations for operations and complies with their requirements.

The supplier is committed to reducing emissions to air, soil, and water and to using its resources more efficiently. The Supplier complies with all applicable environmental laws and regulations regarding the prohibition, restriction, labeling, recycling, and disposal of certain substances. The supplier encourages all its suppliers to determine the carbon footprint of their own products and services and to take steps to reduce it.

3 BUSINESS

3.1 ANTI-CORRUPTION

Suppliers should work against corruption in all its forms, including extortion and bribery.

4 COMPLIANCE AND MONITORING

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

4.1 REPORTING

Violations of the principles described in this document must be reported to Joyactor.