

VTT's Supplier Code of Conduct

Business Integrity

VTT's supplier, service provider or any business partner (hereinafter "Supplier") must observe local laws, regulations and good industry practice.

VTT is expecting that Supplier also observes VTT's Code of Conduct.

<https://www.vttresearch.com/en/corporate-responsibility-core-all-vtt-operations>

This Supplier Code of Conduct sets minimum standards for VTT's Supplier, Supplier's employees and Supplier's supply chain and subcontractors. Supplier responsibility is to ensure that its employees and its subcontractors are informed, and they comply with these VTT's requirements.

Business ethics

Supplier must not engage in bribery, money laundering, corruption, fraud, extortion, nepotism or other related crimes or unethical conduct. Personal relations or considerations will never influence decision-making. Supplier must promote fair competition and follow applicable competition laws and regulations. Supplier must also protect VTT's or third parties' Intellectual Property Rights and any confidential information provided by VTT or VTT's business partners.

In research services we expect to follow national and international guidelines for good scientific principles.

Working safely, professionally and respecting environment

Occupational safety and health

Supplier must comply with all applicable statutory occupational safety and health regulations. Supplier must actively seek to prevent accidents and injuries in the workplace to increase occupational safety.

Human rights and labor conditions

The Supplier will respect internationally recognized human rights and ensure fair labor conditions. Supplier must treat all their employees fairly and respectfully. Discrimination, intimidation, bullying or harassment in any form are not allowed. Supplier respects the employees' freedom of association and to negotiate collectively.

Child labor, compulsory or forced labor are not accepted. Supplier will also comply with the applicable laws and regulations regarding maximum working hours, minimum wage and other elements of compensation.

Environment

Supplier must observe applicable international and national environmental laws, regulations and principles. Supplier must be aware of the environmental impacts of their actions and proactively seek to reduce adverse environmental impacts.

Compliance builds on joint actions

Supervision of compliance and auditing

Supplier will comply with this Supplier Code of Conduct during the term of the agreement with VTT or VTT's business partners, and report to VTT any concerns or activities, which might violate the compliance. (compliance.officer@vtt.fi)

The Supplier will provide and help VTT with necessary information in order to verify that the Supplier complies with this Supplier Code of Conduct.

VTT reserves the right to terminate the business relationship with the Supplier, if VTT has reason to believe that Supplier has substantially breached this Supplier Code of Conduct.