

EWQ Supplier CSR Code of Conduct

EWQ (EWQ Zone Oy), established in 1996, is a company specialising in digital in-store communication and customer management with long-standing and strong experience. Domesticity and responsibility are the cornerstones of our operations. It is important to us that we can offer our customers high-quality products that have been responsibly produced throughout the entire supply chain. All our actions are guided by our values; trust, responsibility, persistence, honesty and authenticity.

For us, responsibility means reducing the environmental impact of our own business, building the well-being of personnel and a diverse work community, and ensuring responsible operating methods in our value chain.

We strive to cooperate with suppliers who share this commitment. This Supplier Code of Conduct defines the minimum requirements that our suppliers must respect and follow in their own operations and in their supply chain. The supplier must also constantly develop its operations in accordance with this instruction.

The supplier is responsible for ensuring that its personnel, suppliers and subcontractors act in accordance with this instruction.

CSR Code of Conduct Principles

EWQ (Eurosec Ltd.) has adopted the principles of all the Finnish laws including UN Guiding Principles for Business and Human Rights, UN Global Compact and International Labour Organization Conventions and Recommendations relevant to improve working conditions including the rights of Freedom of Association in the whole supply chain related to our business. We do not allow any kind of discrimination in the working community including the whole supply chain.

We have implemented zero tolerance when it comes to child labor, discrimination, and human rights. Our board of directors has signed this updated Code of Conduct in the beginning of the year 2021 and is completely committed to it.

Carbon Footprint

We are neutralizing our carbon footprint calculated in yearly basis. We are constantly striving to improve our resource efficiency by neutralizing the environmental impact of our operations. We require our suppliers too to be aware of their own environmental impacts and to take them into account in their own operations. The legislation on environmental matters must be strictly followed. The supplier must plan its services, products and processes in such a way that the use of energy, natural resources and raw materials is as efficient as possible and that waste and residual products are generated as little as possible. The supplier must avoid environmentally risky materials and methods if other suitable alternatives are available.

Ethical business

Suppliers must comply with all applicable laws and regulations and conduct business fairly and responsibly. Suppliers must prevent bribery and corruption. Suppliers may not pay or accept bribes or offer or promise any unjustified advantage directly or through intermediaries. Suppliers must value free and fair competition throughout the world and respect competition laws in all regions in which they operate.

Working conditions and work environment

Suppliers must provide a healthy and safe working environment for all employees. Employees must be guided to work safely, and they must be given adequate orientation and training as well as appropriate work tools. The supplier is responsible for taking labour rights, occupational health and safety aspects into account in its business, as well as actively detecting and preventing possible deviations and risks related to these, as well as managing these risks. The supplier is responsible for ensuring that its employees have the training required for their tasks, and that they have been sufficiently introduced to the work. The supplier pays its employees compensation according to laws and collective agreements, and also complies with the obligations and regulations related to its employees.

Accidents and injuries must be prevented, and it is important to document and investigate accidents and dangerous situations related to occupational safety and health. We encourage our suppliers to constantly assess safety and health risks.

The supplier's personnel do not work or appear at the workplace under the influence of alcohol or other substances. The supplier must have the necessary and effective procedures and instructions for the prevention of substance use.

Employee and human rights

Suppliers must comply with all applicable laws and respect internationally recognized human rights regardless of location. The use of child labor is strictly prohibited for suppliers. Suppliers must have a documented process to ensure that if child labor is detected, it is addressed immediately.

Suppliers must not use forced or slave labor. Employment must always be voluntary. Employees must have the right to terminate the employment relationship within a reasonable notice period. Employees must have the opportunity to leave the supplier's premises freely outside of working hours.

No personnel representative may be discriminated against because of age, gender, religion, sexual orientation, disability, political opinions or ethnic origin. Threatening employees with violence or physical punishment, physically or verbally insulting them or other illegal harassment is strictly prohibited.

Responsible procurement

The supplier engages to prevent prohibited restrictions on competition and to support responsible procurement in its own supply chain. The supplier engages to know and select its business partners carefully and to identify and prevent risks in its supply chain related to illegal business or violation of this code of conduct for suppliers.

Data Protection and Security Policy

Our business is based on deep and mutual trust when it comes to data storage and transfer. EWQ has a separate data protection and security policy document, which the supplier must sign together with this CSR Code of Conduct, if the cooperation includes data processing. The document can be found attached. The security policy describes EWQ's key functions and principles with respect to information security. It also includes the privacy policy that guides and contributes to EWQ's operations.

Engagement

We choose the suppliers and subcontractor based on the responsibility analysis done during due diligence process. We start the engagement process if we notice that EWQ code of conduct principles are not met. We always try to solve the issue first and stop the co-operation immediately if the issue is not taken seriously and if the question, we are raising is not answered at all.

Surveillance and Monitoring

We assume our subcontractors and suppliers will all meet the criteria of EWQ Code of Conduct and will inform the client or subcontractor immediately if they haven't met these criteria and will start an engagement process with them.

Your approval of the Supplier CSR Code of Conduct is needed if you want to continue or become our supplier.

Approval of EWQ CSR Code of Conduct is done by answering the email sent to you or by signing this document:

Date and place:

9.8.2022

Sampo Brisk
EWQ
CEO
Head of ESG and CSR
