



# Berner Group's Ethical Code of Conduct

Berner Group's Ethical Code of Conduct guides us in our everyday business operations in all of the countries in which we operate. This Ethical Code of Conduct represents Berner's values – Work, Integrity and Humanity – as well as the generally acknowledged guidelines and principles manifested in the ten principles of the UN Global Compact initiative.

In our operations, we always comply with local legislation and regulations and aim to create well-being for all our interest groups.

Berner's Ethical Code of Conduct applies to the company's Board of Directors, management and each employee irrespective of their position.

## Personnel and work environment

We treat all our employees according to the Universal Declaration of Human Rights and comply with the ILO Declaration on Fundamental Principles and Rights at Work. We do not accept child labour, forced labour or any other activity that contradicts these declarations.

We always comply with local work legislation and collective labour agreements. We respect our employees' freedom of association and the right to form trade unions. We focus on safety in all our business facilities and we make sure that all our employees have a good and functioning work environment.

We act according to our values and the following principles:

- We respect one another and each employee's contribution irrespective of their position or work tasks.
- We guarantee good, Berner-style management by training our personnel in supervisory and work community skills.
- We ensure that our employees succeed in their work by providing training and development discussions and by improving the processes of the work communities.
- We do not allow any form of discrimination or inappropriate treatment.
- We encourage each employee to report abuse or other issues if they encounter these.
- We take care of the comprehensive well-being of our personnel by supporting our employees' physical exercise and cultural hobbies.

Our employees do not accept or hand out bribes or other gifts that can be conveyed as bribes or corruption, nor do they act in any other way that may distort competition.

(UNGC 1, 2, 3, 4, 5, 6, 10)



## **Customers and consumers**

We develop new products and services by openly and actively listening to our customers' and consumers' needs and wishes. In our marketing, we comply with the Consumer Protection Act and good practices in consumer marketing.

We value our customers and aim to create long-lasting customer relationships and an effective supply chain through active cooperation. Our own products as well as imported products must meet our quality criteria: Berner – Only the Best. That is the quality guarantee that we give to our customers.

In our operations, we comply with competition legislation and fair competition and do not allow illegal or restricting business methods.

(UNGC 10)

## **Suppliers of goods and raw materials**

We aim at long-lasting business relationships and reliable, open and mutually profitable cooperation with our goods and raw material suppliers. We operate actively with our suppliers in order to seek out high-quality and competitive products.

We demand that our suppliers comply with the principles of Berner Supplier Code of Conduct and we only operate with parties that meet the UN Global Compact criteria and share our responsible conduct at Berner. The raw material acquisition or working environment of our suppliers may not contradict these ethical principles and they must always comply with local legislation and regulations as a minimum requirement.

We do not allow corruption or bribery in any form.

(UNGC 1, 2, 3, 4, 5, 6, 7, 8, 9, 10)

## **Environment and responsibility**

We take care of the environment. Our own production facilities, product development and logistic centres in Finland operate according to the ISO 9001 quality standard and the ISO 14001 environmental standard.

In our product development, we take into account product safety and environmental aspects and also try to ensure that our products are as domestic as possible. Through our careful selection of raw materials we ensure that our products are safe for both the user and the environment and that our processes are as efficient as possible. Acknowledging the environmental impact of our products forms the basis of our responsible product development work.



By favouring domestic materials and services, we ensure that knowhow and jobs remain in Finland. Several of our products bear the Nordic ecolabel and the Swan label, and over one hundred products bear the Key Flag granted by the Association for Finnish Work.

With our packaging materials we aim at easy recycling and reduced waste production. We encourage and instruct our customers and consumers to use our products in an environmentally friendly way.

Our production facilities aim at energy efficiency and at continuously developing environmentally friendly processes. These targets are taken into consideration in investments and the selection of raw materials, among other things. We keep the environmental impact of transportation at as low a level as possible by carefully planning cargo deliveries with our business partners and by using domestic material suppliers.

Our facilities in Helsinki have received WWF's Green Office environmental badge, and we are committed to reduce the carbon footprint of our offices by cutting down the consumption of paper and energy and by flying less.

(UNGC 7, 8, 9)