

Relaxing Moments



Natural Wellbeing

Sauna & Spa

HARVIA

SUPPLIERS & PARTNERS CODE OF CONDUCT



1. INTRODUCTION

Purpose of this guidance is to make sure that all the subcontractors, suppliers and all companies concerning supply chain of Harvia Group will require common ethical principles.

Code of conduct ("Code") illustrates the values according to which Harvia operates globally.

Code applies every company and their employees which are included to Harvia Group supply chain.

Compliance with this guide is strictly required.

By signing this Code supplier will inform that it knows own supply chain and commits this Code of Conduct's principles.



2. LEGAL COMPLIANCE

2.1 Ethical Conduct

- Harvia maintains all the applicable laws, regulations, and good manners in our business. Harvia doesn't accept any illegal actions and we require that our suppliers will operate its business according current legislation
- The supplier shall in any operations to be committed to ethical conduct and the respect for human rights in the spirit of internationally recognized standards.
- Supplier will be under an obligation to orient with regulations and act as required. Supplier shall make sure that its supplier and subcontractors act also as required. If necessary, supplier must be able to demonstrate how to ensure that their subcontractors comply with the Code.

2.2 Corruptive practices

- Harvia expects its suppliers has zero tolerance towards bribery and corruption. Supplier shall not engage in any form of bribery or kickback scheme or otherwise offer any incentive to Harvia employees or their family or friends in order to obtain or retain any business.
- Reasonable business courtesies, including gifts (max.100€) and corporate hospitality (e.g entertainment, business lunches and small gifts) are permitted, provided that they are given in compliance with applicable laws.



3. LABOR AND HUMAN RIGHTS

3.1 Labor

- Harvia respects and promote human rights as they are defined in Universal Declaration of Human Rights
- Supplier shall not use child or forced labor under any circumstances or contract with subcontractors or suppliers using such labor.
- Harvia cherish diversity and encourage fair and equitable treatment in every aspect in supplier section. Harvia will not accept any harassment or discrimination from suppliers side either.

3.2 Health and safety

- Supplier shall provide its employees a safe and healthy working enviroment in complience with all applicable laws and regulations.

3.3 Enviroment

- Supplier shall make all reasonable effort to protect the enviroment and to keep the impact of its activities and products as low as possible.
- Supplier shall make sure that it has all the needed enviroment permits and licenses which are also maintained and complied.
- Supplier shall obtain, maintain and comply with all needed enviroment permits and licences and Harvia's requirements for own operations.



4. MONITORING

4.1 Monitoring of the Code

- Supplier shall regularly monitor its conformance with the Code
- Supplier shall upon request provide Harvia access to all relevant information and documents needed to verify supplier's conformance with the Code
- If supplier have, in reasonable opinion of Harvia, materially violated the Code, Harvia entitled to terminate the business relationship with immediate effect.
- If supplier has a serious concern that something isn't consistent with this Code, shall supplier report to Harvia's contact person.

4.2 Publicity

- Unless it is otherwise agreed, supplier is not entitled to publicize its cooperation with Harvia use Harvia trademarks without Harvia's written permission
- In further inquiries please contact Harvia's CMO Päivi Juolahti (paivi.juolahti@harvia.fi)



6. APPLICABILITY

- Supplier shall confirm that it, and its suppliers, subcontractors and other possibly partners will comply with principles with this Code.
- Agreeing cooperation with Harvia Group's companies supplier shall ensure that its suppliers, subcontractors and other partners comply with the principles of the Code.

Signed and approved

Date and place

Company and business ID

Signature and clarification

Harvia contact person

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