

<p><b>POLITIIKKA</b></p> <p>Versio 1 Julkaisu pvm2.6.2021</p>	<p><b>NNH SUPPLIER CODE OF CONDUCT</b></p> <p>Laatija 16 Hankintapalvelut Hyväksyjä Hakasuo Päivi</p>	<p style="text-align: right;">1 (1)</p> 
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## Supplier Code of Conduct

For ensuring a responsible conduct not only with legal but also with ethical, social and environmental issues this Code of Conduct summarizes the requirement to which Norilsk Nickel Harjavalta Oy (hereinafter referred to as "Norilsk") is committed and which Norilsk also requires its suppliers (hereinafter referred to as "Supplier") to commit.

### Compliance with legislation

Supplier shall comply with current applicable legislation and regulations.

### Human and labor rights

Supplier shall comply with the principles of international labor organization (ILO) standard. Supplier is obliged to support and respect international declared human rights and treat its employees fairly, equally and with respect. Supplier shall follow and comply with the standards according to local laws and regulations regarding the working time and environment. No form of child or forced labor or labor linked to any form of punishment is permitted. No employee may be forced to hand over valuables or identification papers to his/her employer. Nornickel does not accept discrimination, oppression, threats, harassment or insults in any form (neither of Supplier, Nornickel nor 3rd party). Supplier shall respect its employees' right to form or join unions as well as the right to collective negotiations.

### Working environment and safety

The supplier must ensure the safety and safe working conditions of its employees. Supplier shall also work actively to prevent accidents and work-related injuries. Supplier shall offer its employees applicable protective devices and training. Working in Nornickel plant area requires Suppliers commitment to EHS service provider guidance.

### Environment

The supplier shall minimize the harmful environmental impact of its operations and strive for continuous improvement in minimizing the impacts. The supplier must ensure that the permits required for operational activities are kept up to date.

### Business Integrity

The supplier must comply with the rules of competition law and any kind of corruption or bribery will be prohibited. Bookkeeping shall be done as requested in applicable laws. The supplier must respect patents and copyright laws. The supplier must not disclose confidential information to third parties.

### Outsourcing and supplier's supply chain

Supplier must ensure that supplier's supply chain complies with these or similar kind of Code of Conduct.

### Follow-up and enforcement

The supplier shall immediately notify Nornickel of any breach or a suspicion of any breach of these ethical rules. The supplier shall not take any action against any person who, in good faith, seeks advice or reports a violation or a potential violation.

Date: \_\_\_\_\_ Signature: \_\_\_\_\_

Company: \_\_\_\_\_ Person name and role: \_\_\_\_\_