



CODE OF CONDUCT

DEUTSCH-FINNISCHE HANDELSKAMMER E.V.

DEINTERNATIONAL OY

1. INTRODUCTION

1. This ethical guideline describes our values and the way we want to work. It aims to set out the minimum standards of sustainability and social responsibility to which we are committed. We also expect our partners to commit to upholding the principles set out in this ethical guideline. For the purposes of this ethical guideline, “party” means both our contractual partners and ourselves.
2. The party shall also ensure that its subcontractors, partners, service providers and suppliers comply with this guideline.
3. The ethical guideline is based on internationally recognized values and standards.

2. BUSINESS OPERATIONS

1. All applicable international agreements, laws and regulations must be respected at all times.
2. Business must be ethical, honest and transparent. Contracts and their conditions must be respected. No party may intentionally breach contracts in order to gain a personal advantage. Unfounded disputes must be avoided.
3. The party shall treat its business partners fairly. A party may not disclose confidential or secret information to third parties or use it in its own business or otherwise without permission.
4. The party must secure the processing of personal and other data by taking the necessary technical and organizational measures to ensure that the processing complies with data protection regulations and the law. The collection and processing of personal data that is not necessary for the respective contract should be avoided.
5. Competition must be fair, ethical and in accordance with the applicable competition rules. A party may not enter into contractual commitments aimed at illegal price fixing or limiting production volumes. A party may not inappropriately exploit a dominant market position. The party must recognize potential conflicts of interest and their risks. Conflicts of interest must always be reported to the parties concerned. Conflicts of interest must not be exploited.
6. The party must carefully monitor its own production chain. All products and services must comply with existing and applicable national and international quality and safety standards.
7. The party must respect the intellectual property rights of others, such as trademarks, patents, designs and copyrights. The intellectual property rights of others may not be used for business without the permission of the rights holder.



8. The party must keep up-to-date accounts. The accounts must provide a sufficient and true reflection of the party's business activities.

3. CORRUPTION AND CRIMINAL BEHAVIOUR

1. We condemn all forms of corruption and criminal behavior, regardless of the form in which it occurs. Payments or services to organizations or their employees in exchange for benefits are strictly prohibited. The party must be vigilant in recognizing situations where there is a risk of being involved in corruption or criminal activity.
2. Support of the shadow economy is not permitted. The party must pay all taxes and statutory levies in their entirety and on time.

4. HUMAN RIGHTS

1. The party must respect internationally recognized human rights.
2. All human beings are equal. Everyone should be treated equally without distinction of any kind such as sexual orientation, gender, gender identity and expression, ethnic origin, religion, nationality, political or religious beliefs, social background, functional limitations or age. The dignity, privacy and personal rights of every individual must be respected. The physical integrity of each individual must be protected. No one may be harassed sexually or in any other way. Physical and psychological punishment and threats of such are strictly prohibited.
3. The party must ensure that it complies with all labor laws and regulations. Employment contracts must be fair and ethical. Wages must be fair and reasonable. Working conditions and hours must be humane and at least comply with national laws. The party must comply with all labor law obligations. The party must inform all employees of their rights.
4. Everyone has the right to free choice of employment. All forms of forced labor are strictly prohibited, including modern slavery and human trafficking. Furthermore, the Party may not place any worker in a position where the worker owes money to the Party and this debt is settled through labor.
5. Workers have the right to freely associate and interact with others. They must be able to talk to management about their working conditions and express their views without fear of any threat, such as reprisals or harassment.
6. We do not accept child labor. The party's employees must be at least 15 years old. If the respective national law prescribes a higher minimum age, the age specified by the national law shall apply.
7. The party may not restrict the employees' freedom of association. Employees have the right to freely elect their representatives. They also have the right to decide whether they wish to join a trade union or similar organization. Employees have the right to take industrial action such as strikes, lockouts, etc.
8. The party may not impose any unlawful sanctions on employees if they exercise their rights properly.

5. ENVIRONMENT

1. The party shall comply with applicable environmental laws and regulations.
2. The party must take responsibility for environmental matters. It must always act in a way that minimizes its negative impact on the environment. The local environment must be respected. The party must organize its activities in such a way that no damage or risks arise for the environment or the people living there.



Environmental damage must not be covered up, but must be addressed immediately, regardless of how minor it appears. Damage must also be reported to the competent national authority.

3. Whenever possible, environmentally friendly and renewable materials and processes should be used in production.
4. Energy consumption and the CO2 footprint should be reduced in all activities. Renewable energy sources should always be preferred.
5. The party must not deny scientifically confirmed and accepted research results that prove the human influence on climate change.

6. REPORTING OF VIOLATIONS

1. The party is obliged to inform us of any violations of the principles and obligations set out in this Guideline. It may also be obliged to report the matter to the competent national authority.
2. We have the right to conduct audits to ensure compliance with this Guideline. The party is obliged to participate in the audits and to provide us with all documents we deem necessary.