

TIKKURILA

Code of Conduct

TIKKURILA INSPIRES YOU TO COLOR YOUR LIFE.™

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THE WAY WE DO BUSINESS

Tikkurila's Code of Conduct outlines the fundamental requirements for how we do business. It's about law and ethics. Every single Tikkurila employee is responsible for acting according to the Code of Conduct, which has been approved by Tikkurila's Board of Directors.

- We always act according to law. In addition, we have our own internal rules with which we comply.
- We aim to promote sustainable development including issues related to personnel, the environment, economy and society.
- We act according to our values every day. We are trustworthy, we are innovative and we are professionals.
- Management and supervisors have special responsibilities for communicating, monitoring, and acting according to Tikkurila's Code of Conduct in their organizations.
- We expect our partners to do the same.

LAW AND ETHICS—OUR KEY CONCERNS

- Professional business relations
- Conflict of interest
- Company assets
- Fair competition
- Human rights and equality
- Safety
- Trust and privacy

PROFESSIONAL BUSINESS RELATIONS

We want to be regarded as a fair partner and will deal only with reliable suppliers and other partners. We prefer long-term relationships and make all essential agreements in written form. Tikkurila and its employees and agents shall never offer, solicit, or accept a bribe in any form. Our employees are not allowed to accept or offer any material benefits or entertainment, with exception of normal business gifts and hospitality.

CONFLICT OF INTEREST

Tikkurila employees must avoid situations leading to a conflict of interest between Tikkurila and an employee. Employees should never seek personal benefit by taking advantage of their position or Tikkurila's property or information. The same applies to the family or friends of an employee and any other company in which the employee has an interest.

COMPANY ASSETS

All employees are responsible for proper protection of Tikkurila's assets including physical property, financial assets, intellectual property, and any confidential information. Company assets shall not be used for personal purposes or in support of non-Tikkurila business or activity. Tikkurila's assets may not be used for any party-political purposes.

FAIR COMPETITION

Tikkurila competes fairly within the framework of applicable competition laws regardless of the market area. Tikkurila refrains from entering into or carrying out illegal exchanges of information, practices, or agreements among competitors such as price fixing, division of territories or allocation of customers. Tikkurila will gather competitor information only fairly and legally using publicly available sources.

REPORTING VIOLATIONS

First of all, take care that you yourself are acting according to applicable laws and regulations and Tikkurila's Code of Conduct. If you notice any violations, if possible, take the issue up with the person in question and talk with your supervisor. Violations should also be reported to the Tikkurila Group Audit Management in Vantaa, Finland (audit.management@tikkurila.com). Preventing an employee from reporting misconduct regarding this Code is strictly prohibited.

Employees should always feel free to discuss questions regarding the Code of Conduct with their line management. In case of concerns or questions about compliance with local regulations or in case of potential conflicts between Group Guidelines and existing or pending legislation, please contact Legal Affairs for further consultation.

HUMAN RIGHTS AND EQUALITY

We build our success on inspired and motivated employees and want to promote their well-being. Tikkurila respects and complies with internationally acknowledged human rights. In employment and work practices, Tikkurila respects the principle of equal opportunity and treatment without regard to gender, ethnic or national origin, age, religion, political opinion or social status. Tikkurila will not employ forced labor or child labor. Any kind of harassment in the work environment is strictly forbidden. Tikkurila respects the right of all personnel to decide to join trade unions and other associations.

SAFETY

Occupational health and safety are at the core of the well-being of our employees, especially at production facilities. Health and safety issues should not be neglected in the interest of cost savings or profits. We also care about the safety of our customers and the environment. That's why we drive change in the market by promoting sustainable choices.

TRUST AND PRIVACY

Non-public information about Tikkurila and its partners must be kept secret and protected against unauthorized access. Employees may not disclose or use non-public information about Tikkurila and its partners for their own profit or the profit of any party other than Tikkurila. Tikkurila will acquire and retain employee personal information only for the needs of personnel administration and personnel development. Access to non-public and personal data is limited.