



Tikkurila Group – Supplier Code of Conduct

Tikkurila Oyj and its affiliates (“Tikkurila”) are committed to high ethical standards and encourage a culture of sustainability amongst its suppliers, distributors and representatives. This Supplier Code of Conduct (“Code”) outlines the minimum expectations regarding ethical principles and business practices for all Tikkurila’s suppliers.

We expect our suppliers to conduct their activities in a manner that respects human rights as set out in The United Nations Universal Declaration of Human Rights and International Labour Organisation ILO Declaration on Fundamental Principles and Rights at Work.

1. Compliance with Laws, Directives and Regulations

The Supplier will comply with all applicable laws, directives and regulations in locations where they conduct business.

2. Adherence to Ethical Standards

The Supplier will engage in only legitimate, ethical and transparent business practices and record all business dealings accurately. The Supplier will adhere to all laws governing competitive practices, and will not engage in any kind of corruption, extortion, bribery or offering of extensive gifts or entertainment to Tikkurila associates. Any potential conflict of interest must be promptly reported to Tikkurila. The Supplier must also protect the intellectual property rights and any confidential information provided by Tikkurila and its business partners with appropriate safeguards.

3. Respect for Human Rights and Labor Conditions

The Supplier will respect internationally recognized human rights and ensure fair labor conditions. The Supplier will refrain from any harassment and discrimination which is based on race, colour, age, gender, sexual orientation, ethnic origin, disability, pregnancy, religion, political affiliation, union membership or marital status in all employment practices, and will respect the employees’ freedom of association and collective bargaining. The Supplier will not use forced or child labor of any kind (the term “child” refers here to persons under the minimum legal working age of 15 (or 14 where local laws stipulate), or the age of completing compulsory education, whichever is higher). The Supplier will also comply with the applicable laws and regulations regarding maximum working hours, minimum wage and other elements of compensation.

4. Endorsement of Occupational Health and Safety Standards

The Supplier will provide its employees a safe and healthy workplace ensuring, at a minimum, that adequate procedures are established for preventing and managing emergencies and occupational hazards, and that employees have reasonable access to potable water, sanitary facilities, adequate ventilation and lighting.



5. Commitment to Environmental Responsibility

The Supplier will operate in a manner that is protective of the environment. At a minimum, the Supplier must comply with all applicable environmental laws, regulations and standards, such as requirements regarding chemical and waste management and disposal, recycling, industrial wastewater treatment and discharge, air emissions controls, environmental permits and environmental reporting.

6. Commitment to Management

The Supplier will maintain management system(s) to ensure sufficient identification and mitigation of business risks, and to ensure compliance with applicable laws, regulations and Tikkurila's requirements regarding this Code, the Supplier's operations and products. The Supplier will also strive to continuously improve the ethical performance specified in this Code.

7. Application to Sub-Suppliers

The Supplier will ensure that its own supplier(s) comply with this Code and obtain confirmation of compliance from sub-suppliers if requested. If parts or products supplied to Tikkurila by the Supplier contain tin, tantalum, tungsten or gold, the Supplier must ensure responsible sourcing of these materials by implementing a Conflict Minerals policy that prohibits the purchase and use of minerals financing conflicts.

8. Monitoring of Compliance and Record Keeping

The Supplier will maintain documentation necessary to demonstrate compliance with this Code. The Supplier will monitor the compliance and immediately provide Tikkurila with information on any activities, which might violate the compliance. The Supplier will also provide Tikkurila with documentation regarding any of the elements listed in this Code on request and allow Tikkurila or person(s) authorized by Tikkurila to perform compliance monitoring, including on-site audits at a mutually agreed date and time.

9. Communication

The Supplier will make the Tikkurila Supplier Conduct Principles and other relevant information available or communicated to employees and supervisors.

10. Event of Violation

In the event of violation, the Supplier must present Tikkurila with a corrective action plan, which must be implemented and documented within a specific time frame. The Supplier will create internal programs for handling reports of workplace grievances, including anonymous reports. The Supplier will acknowledge that Tikkurila may discontinue its relationship with the Supplier who fails to comply with this Code.



11. Confidentiality

The Supplier will safeguard Tikkurila's information by keeping it secure, limiting access, and avoiding discussing or revealing such information in public places. These requirements extend even after the conclusion of the Supplier's business relationship with Tikkurila.

12. Signature

By signing this Code, the Supplier agrees to take appropriate measures to implement and comply with the principles listed above.

Date and place
Company
Business ID
Signature
Name in block letters
Job title

If the Supplier or any other person or groups have reason to believe, that any of the aspects listed in this Supplier Code of Conduct have been violated, this may be reported through the anonymous reporting system of Tikkurila:

<https://www.bkms-system.net/bkwebanon/report/clientInfo?cin=20tikk11&language=eng>

or

- by sending an e-mail to audit.management@tikkurila.com

or

- by sending a letter at Tikkurila Oyj, Internal Audit, P.O. BOX 53, FI-01301 Vantaa, Finland