

Efima suppliers' ethical principles, Supplier Code of Conduct

Introduction

Efima's Supplier Code of Conduct (SCoC) define the minimum requirements that Efima requires from its suppliers of goods and services, subcontractors, technology partners, and other business partners. The supplier shall commit to complying with these principles in its own operations and, where applicable, in its own supply chain.

We at Efima make our procurements based on careful consideration of need and in accordance with generally accepted market practices. In our procurements, we consider, among other things, the partner's good governance, environmental aspects, and human rights. We require that our suppliers of goods and services, like Efima, commit to responsible ethical practices, good business practices, and the obligations set by legislation.

In all Efima's business, we comply with the laws, regulations, and provisions governing our operations and act honestly, in good faith, and without discrimination both within Efima and in relation to our customers, authorities, and other stakeholders. We require our suppliers and partners, as well as people in an employment or other service relationship with them who operate with Efima, to comply with these ethical principles. By acting in this way, we ensure that Efima's operations meet the requirements set for it and the trust of our customers and other stakeholders.

Compliance with legislation and good business practice

The supplier shall comply with all applicable legislation and official regulations, act honestly and in accordance with good business practice, and take care of its tax and statutory obligations.

Human rights and fundamental principles of working life

The supplier shall respect internationally recognized human rights and comply with the fundamental principles of working life. Child labor, forced labor, and discrimination are prohibited. The employees' right to organize shall be respected in accordance with applicable legislation.

Occupational health and safety

The supplier shall provide a safe and healthy working environment and maintain appropriate occupational safety practices and risk management procedures.

Prohibition of corruption and bribery

The supplier shall not offer, promise, or accept bribes or other improper benefits. The supplier shall have sufficient procedures to prevent corruption.

Conflicts of interest

The supplier shall avoid situations where personal interests may influence business decisions with Efima.

Data protection, information security and confidentiality

The supplier shall process personal data in accordance with applicable data protection legislation and protect Efima's and its customers' confidential information appropriately.

Environmental responsibility

The supplier shall comply with environmental legislation and strive to reduce the adverse environmental impacts of its operations.

Good sales practice

The supplier shall provide all information about the product and service that may be relevant when Efima or its customer makes decisions regarding the matter. The supplier shall refrain from providing false or misleading information and from using inappropriate or improper business practices.

Open and responsible communication

The supplier's operations shall be based on transparency. The supplier must handle confidential and secret information appropriately and in compliance with confidentiality agreements.

Contractor obligations and statutory reports

The supplier shall fulfill the obligations set by the Act on the Contractor's Obligations and Liability and shall provide Efima, upon request, with up-to-date reports on registrations, payment of taxes, pension insurance, and other statutory obligations.

Reporting channel and violations

Possible violations may be reported through Efima's whistleblowing channel. Material violations may lead to termination of the contractual relationship.