



## CODE OF CONDUCT

Delipap Oy's guidelines, which describes the organization's procedures towards its all stakeholders, are described below. Delipap Oy obligates everyone who works in the organization to strictly follow these guidelines during all interactions with different stakeholders.

### 1. Fairness

We operate honestly, trustworthily and with respect. We do not offer or accept any bribes and we act ethically correct.

### 2. Environmentally Responsible

We consider all possible impacts that our decisions may pose to the environment. We aim to minimize all the impacts that may arise from our operations to ensure that also the next generations are also able to enjoy the wellbeing of the environment.

### 3. Safety

Our products, operations and work environment are safe for the consumers, for us as well as the environment.

### 4. Complying with Legislation

The minimum requirement of our operations is to comply with valid legislation, we do not encourage anyone to violate legislation.

### 5. Respect of Human Rights

We do not accept any human rights violations. Forms of forced labor or the use of child labor are absolutely forbidden in our operations.

### 6. Equality

We do not accept any harmful actions towards our work environment or wellbeing of our employees. We do not accept any kind of discrimination, including discrimination based on gender, ethnic origin, nationality, sexual orientation, religion, political opinions, age or disability

At Veikkola 27.3.2018

Sanna Karhu

Managing Director

