



## SUPPLIER CODE OF CONDUCT

KYREL OY is committed to high ethical standards and sustainability required from its suppliers, partners, distributors and representatives. This Code of Conduct outlines the minimum expectations for ethical and sustainable practices for all KYREL OY's suppliers.

- 1. Compliance with laws and regulations** The Supplier will abide by all applicable international and national laws, directives and regulations.
  - 2. 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, color, 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, including modern slavery, human trafficking and bonded labor, or child labor of any kind (the term "child" refers here to persons under the minimum legal working age as determined by local laws and regulations). The Supplier will also comply with the applicable laws and regulations regarding maximum working hours, minimum wage and other elements of compensation.
  - 3. Endorsement of occupational health and safety standards** The Supplier will provide its employees a healthy and safe place to work 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.
  - 4. 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 KYREL OY associates. Any potential conflict of interest must be promptly reported to KYREL OY. The Supplier must also protect the intellectual property rights and any confidential information provided by KYREL OY and its business partners with appropriate safeguards.
  - 5. Commitment to environmental responsibility** The Supplier is committed to environmental protection and takes all efforts to monitor and minimize waste, emissions, and the use of finite resources (including energy, water and raw materials).
  - 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 KYREL OY's requirements applicable to the Supplier's operations and products.
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7. **Application to sub-suppliers** The Supplier will ensure that its own supplier(s) comply with this Code of Conduct and obtain confirmation of compliance from sub-suppliers if requested. If parts or products supplied to KYREL OY by the Supplier contain tin, tantalum, tungsten or gold, the Supplier must ensure responsible sourcing of these materials.
8. **Monitoring of compliance** The Supplier will monitor the compliance with this Code of Conduct, and immediately provide KYREL OY with information on any activities, which might violate the compliance. The Supplier will also provide KYREL OY with documentation regarding any of the elements listed in this Code of Conduct on request and allow KYREL OY or person(s) authorized by KYREL OY to perform compliance monitoring, including on-site audits at a mutually agreed date and time.

**Event of violation** In the event of violation of this Code of Conduct, the Supplier must present KYREL OY with a corrective action plan, which must be implemented and documented within a specific time frame. The Supplier will acknowledge that KYREL OY may discontinue its relationship with suppliers who fail to comply with this Code of Conduct. This Code of Conduct is based on principles created by the International Labor Organization (ILO) and the United Nations Global Compact Initiative.

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