



Ethical principles UTU Oy

UTU is committed to upholding its ethical principles in all its activities. These ethical principles serve as a framework for our operations and interactions. We recognize the responsibility we have, both as a company and as individuals, towards each other, our customers, and other stakeholders. At UTU we are guided by our values: customer understanding, collaboration, strong performance, and renewal. We aim to align our actions with our strategy, creating an equal, safe, learning, and thriving UTU community.

We comply with all national and international laws and regulations in everything we do, such as equality, non-discrimination, and employment laws. Everyone at UTU is committed to following our Code of Conduct, and we act in accordance with our Equality Plan. UTU also has a Supplier Code of Conduct, through which we strive to ensure that our partners also operate in line with our values.

We respect the human rights outlined in the United Nations Universal Declaration of Human Rights and adhere to the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. We also follow ILO's guidelines on social dialogue. We are committed to acting in accordance with the UN Guiding Principles on Business and Human Rights. We do not tolerate child labour, forced labour, or human trafficking at any stage of our value chain, and we will respond if such practices are identified.

We do not accept any form of discriminatory, harassing, or other inappropriate behaviour. We also do not tolerate discrimination based on gender, nationality or ethnic origin, age, religion, sexual orientation, mental or physical disability, political or other views, social status, family relations, or any other personal characteristic. We respect each other and each other's rights, and we communicate respectfully. All forms of harassment, bullying, and violence are strictly prohibited, and such situations will be addressed.

We oppose corruption in all its forms and act with honesty, transparency, and responsibility in all our activities. We never pay, offer, request, demand, or accept bribes or any other improper advantage. We compete fairly and avoid conflicts of interest. We have rules regarding gifts and competition that we all follow.

Each employee and partner must immediately report any concerns or improper conduct. Raising concerns will never lead to punishment. Concerns can be discussed with a supervisor or HR, or an anonymous whistleblowing report can be made.

We regularly assess the situation and update our practices to ensure continuous improvement. Additionally, we conduct periodic employee satisfaction and equality surveys to evaluate the situation. We aim to develop our practices both as a community and as individuals. We believe in lifelong learning and support the development of skills through training. We are committed to providing equal opportunities to all our employees. We learn together, share our knowledge, and involve the entire workforce in development.