

Supplier Code of Conduct

Basis for operations

Caruna is an electricity distribution company that aims to ensure disruption-free electricity supply. Caruna's fundamental idea is to distribute electricity easily, reliably and safely while also managing the environmental impacts of its operations.

Caruna is committed to act as a responsible member of society, to develop its social responsibility and financial performance, and to take the environment into consideration.

In its operations, Caruna respects the principles set out in the United Nations Global Compact initiative, which are based on the UN Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Rio Declaration on Environment and Development, and the UN Convention against Corruption. Caruna expects its suppliers to respect similar principles.

This Supplier Code of Conduct defines the minimum ethical requirements Caruna has set for its suppliers.

Caruna's suppliers are obligated to implement this Code of Conduct into their operations and include these requirements into their subcontractor relationships.

In this Supplier Code of Conduct, 'employee' refers to any person who works for Caruna on the supplier's premises or construction sites, regardless of the employer (e.g. subcontractors).

BUSINESS PRINCIPLES

Legislative compliance

Caruna requires that all its suppliers comply with laws, regulations and official guidelines in their business operations. Suppliers must follow good business ethics and this Code of Conduct. In addition, suppliers must respect the principles set out in the United Nations Global Compact initiative and act in accordance with internationally recognised human and labour rights.

Suppliers shall respect any Caruna's business secrets or confidential information they have received and not disclose them to a third party. In addition, suppliers must provide exact and appropriate financial and other information and treat their competitors with respect. Caruna and its suppliers shall follow their duties of loyalty in all their business relations.

Corruption and bribery

Under no circumstances may Caruna's suppliers accept bribery or corruption. Caruna requires its suppliers to act with honesty and integrity in all their relationships.

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Suppliers may not give, offer or promise their stakeholders or employees unjustified benefits or anything else of value that could affect the decision-making or activities related to business. Moreover, suppliers may not accept such payments themselves.

Conflicts of interest

Caruna's suppliers shall promote their business in a responsible, open and transparent manner. Suppliers must avoid any situation where there could be any conflict of interest between the companies and/or the people working for them.

Environment

Caruna's suppliers support environmentally friendly working methods and develop their environmental liability. Suppliers must comply with environmental legislation and regulations as well as instructions given by Caruna.

Suppliers shall optimise the use of natural resources, energy and water and avoid unnecessary consumption. Suppliers are obligated to monitor, avoid and minimise any adverse impact on the environment.

HUMAN AND LABOUR RIGHTS

Forced labour

Caruna's suppliers undertake to use, directly or through their subcontractors, only labour engaged on a voluntary basis. For example, employees must have the right to resign by giving notice in an appropriate manner as defined by law or contract.

Child labour

Caruna requires that its suppliers under no circumstances use child labour. Persons who are legally too young to be employed may not be taken on as employees.

Persons under 18 years of age may only work in jobs that are not harmful to their health, safety and development because of the nature or circumstances of the job.

Employment conditions

Caruna's suppliers shall be transparent with their employees about the main conditions of employment and ensure that employees are aware of their rights. The remuneration of the employee and other conditions shall be fair and reasonable and meet the requirements concerning minimum wage set by legislation. The working hours shall correspond to current legislation, and employees shall be given appropriate days of rest.

Non-discrimination

Caruna's suppliers shall treat their employees with dignity and respect. Suppliers shall not without acceptable grounds discriminate their employees on grounds of gender, race, colour, language, religion, political or other opinion, descent, pregnancy or any other reason related to the person. Threats of violence or corporal punishment, physical or verbal abuse, and any other illegal harassment of employees are strictly prohibited.

HEALTH AND SAFETY

Working conditions

Caruna's suppliers shall provide their employees with a safe working environment that meets legal and regulatory requirements and industry practices. Employees shall be guided in safe working methods and be provided sufficient instruction and training as well as appropriate work equipment.

Suppliers shall also comply with other requirements and guidelines concerning occupational safety. Suppliers may not punish their employees or sanction their subcontractors if they detect safety deficiencies, refuse to work in an unsafe environment or refuse to work without proper instructions, training and qualifications.

Emergency preparedness

The supplier's employees shall be trained for emergencies and receive adequate, regular first aid and emergency training.

Physically demanding tasks

The supplier shall identify physically demanding and dangerous tasks. The supplier shall carry out a risk assessment of these situations and ensure that the tasks can be carried out without accidents using adequate safety measures.

Freedom of association

Caruna's suppliers shall respect the employees' freedom of association and right to freely choose their representative. Furthermore, suppliers shall recognise their employees' right to participate in negotiations concerning collective agreements.

Alcohol and narcotic drugs

Caruna is a substance-free workplace. Employees of Caruna or its suppliers are not permitted to work under the influence of alcohol or narcotic drugs on Caruna's sites or when working for Caruna. Suppliers shall have instructions on precautions relating to the use of alcohol and drugs.

COMPLIANCE AND REPORTING BREACHES

Compliance

Caruna's suppliers have an obligation to commit to this Code of Conduct and to ensure that the minimum requirements set out in this guideline are met in their operations. In addition, suppliers are obligated to ensure that their subcontractors comply with this guideline.

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In order to verify compliance with the obligations, Caruna may require suppliers to provide statements and documents, to remedy any deficiencies found, and to report on the implementation of corrective measures.

Any breach of the Supplier Code of Conduct may result in the termination of the cooperation between Caruna and the supplier.

Reporting breaches and abuse

If the supplier or its subcontractor discovers or suspects a breach of this Supplier Code of Conduct, the supplier shall primarily inform Caruna as agreed in the procurement contract.

In addition, there is a whistleblowing channel on Caruna's website (www.caruna.fi) where all parties and persons can make a report. In the whistleblowing channel, you can report either in your own name or anonymously.