

## Supplier Code Of Conduct

Version 3.0.

**Mehiläinen Group is a well-known and appreciated private provider of social and health care services offering high-quality, comprehensive services in Finland and abroad. Mehiläinen is a rapidly developing and growing forerunner in its sector. We invest in the opportunities offered by digitalisation and in the effectiveness and quality of care in all our business areas. Mehiläinen offers healthcare services in Sweden, Germany and Estonia under the brand name Meliva, as well as digital healthcare software solutions through our subsidiary BeeHealthy.**

Mehiläinen's mission is to create health and well-being as part of the wider society. Our corporate sustainability efforts are also based on this core mission and on our values: Skills and knowledge, Growth and development, Caring and responsibility, and Partnership and entrepreneurship. Mehiläinen's sustainability programme consists of four business-critical areas: quality and customer satisfaction, industry renewal and financial responsibility, employee well-being and being a good employer as well as sustainable development of operations. All areas of operations are monitored with several indicators, the development of which is reported as part of the sustainability report. Mehiläinen promotes the UN's Sustainable Development Goals in its operations. Mehiläinen operates on a commercial basis with the aim of profitable growth, which is part of corporate responsibility. Profitable growth enables investments, job creation and significant purchases from our suppliers.

## The purpose of the Supplier Code of Conduct

Mehiläinen is committed to responsible business practices in all its operations. Mehiläinen's suppliers and the suppliers' subcontracting network play an important role in meeting Mehiläinen's requirements of responsible business. Mehiläinen wants to make sure that the operation of the Group's supplier network is sustainable and safe and that the business operations are conducted in accordance with the requirements set for sustainable development. Suppliers must comply not only with the Mehiläinen agreement but also with the local laws, regulations and guidelines of the countries of operation and any additional international requirements. Accepting this Code of Conduct is a prerequisite for doing business with Mehiläinen. Suppliers must ensure that the requirements set in the instructions are followed in the subcontracting chain of their products or services.

Mehiläinen monitors the performance, quality, sustainability and risks of its suppliers, as well as compliance with the requirements set out in the Code of Conduct. Mehiläinen has the right to audit the supplier's operations in order to verify compliance with the Code of Conduct.

## Financial responsibility, business ethics and good governance

Mehiläinen requires that the supplier knows its own business risks and informs Mehiläinen if the risks have an impact on Mehiläinen's business. The supplier must be financially sound and able to take responsibility for its cooperation with Mehiläinen, including any compensation obligations. Mehiläinen requires that the supplier also has the required insurance for their operations.

Mehiläinen requires its suppliers to commit to ethical conduct and compliance with all applicable laws and regulations in its area of operation, including all applicable export restriction laws and international trade sanctions. Suppliers must commit to ensuring that confidential information is kept secret. The supplier must comply with the applicable intellectual property laws and international agreements.

Suppliers must act fairly when competing in the market and comply with applicable competition law. Competition between suppliers must be fair and ethical. The supplier must comply with good governance practices and honest business practices. The supplier must not be involved in bribing the authorities or private operators or in other unfair influencing. Suppliers must also require their partners to take anticorruption measures. In addition, the supplier must require and ensure that their suppliers comply with the statutory and ethical responsibility requirements.

The supplier must inform Mehiläinen if an employee of Mehiläinen or a family member of an employee of Mehiläinen has any interests related to the supplier or if an employee of Mehiläinen or a family member of an employee of Mehiläinen occupies a leading position in the supplier's organisation in such a way that the situation creates a conflict of interest.

## Social responsibility and human rights

The supplier must respect human rights and treat everyone equally. The supplier must comply with internationally accepted labour standards regarding forced labour, discipline, child labour, antidiscrimination and freedom of association that are based on ILO and UN Global Compact guidelines. Using child labour is prohibited. If an employee is under 18 years of age, the work must not endanger the employee's education, health or safety.

The supplier must also respect human rights as defined in the UN's Universal Declaration of Human Rights and treat its employees equally when it comes to terms of employment, working conditions, training and career advancement. The supplier shall not discriminate against an employee on the basis of gender, sexual orientation, marital status, race, nationality, disability, age, political opinion or religion.

In remuneration, the supplier must comply with legal minimum requirements or industry practices regarding compensation, working

time and benefits. The wages/salaries must be paid regularly and in accordance with the law. All employees must have a written, understandable and legally binding employment contract. The supplier must not use trainees, part-time or casual labour to circumvent pay requirements. The supplier must treat permanent and part-time employees equally and ensure that their weekly working hours are reasonable.

## Work environment and occupational safety

The supplier must ensure a safe and healthy work environment for their employees. The supplier shall actively seek to prevent mishaps and occupational accidents and shall commit to complying with all statutory occupational health and safety regulations. The supplier must provide their employees with appropriate personal protective equipment and training to ensure occupational safety.

The supplier must comply with the safety and security instructions of Mehiläinen's locations (e.g. data protection, key management) and use an ID card when working on Mehiläinen's premises. The supplier's employees must not be under the influence of alcohol or drugs while working for Mehiläinen. The supplier must have guidelines for the prevention of alcohol and drug abuse and handling cases of abuse.

## Environmental responsibility

Mehiläinen's goal is to reduce its carbon footprint. Mehiläinen's suppliers play an important role in achieving the goal as purchased products and services have a significant affect on the carbon footprint.

The supplier must strive to reduce the environmental impact of its operations, products and services proactively and responsibly. The supplier must also develop its own and the supply chain's operations in order to reduce the environmental impact and decrease the carbon

footprint. The supplier must actively monitor and report on its environmental impacts.

The consideration of environmental impacts must cover at least:

- Carbon footprint
- Resource efficiency and the circular economy
- Use of energy and water
- Biodiversity and forest conservation
- Emissions into the atmosphere and water
- Noise, odour and dust emissions
- Potential soil contamination
- Waste reduction and recycling
- Packaging, transport, use and recycling/reuse of products

The supplier must comply with the requirements of environmental legislation regarding its operations and the products and services it produces. The supplier must ensure compliance with the legislation through training and monitoring.

The supplier must have an emergency plan for any accidents caused by its operations that would affect the environment and the community.

## Product safety

The supplier must exercise due diligence in the design, production and testing of their products to ensure that they are safe for humans and the environment. Suppliers must comply with sector-specific product safety requirements for the products they sell and manufacture (such as CE, MDR, GMO, REACH) and keep a record of the raw material information of the products. Products and equipment used by Mehiläinen must bear the CE marking and their production chain must be traceable. The supplier must use only raw materials and materials whose origin is known. The supplier must ensure the traceability of materials and end products. The products sold and manufactured by the supplier must not pose a danger to the environment or people.

## Signatures

As a supplier and/or service provider, we declare that we have read and accept the contents of this Supplier Code of Conduct for Mehiläinen's suppliers and will comply with this Code of Conduct.

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Date and place

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Company name

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Signature, printed name and position in the company

## Sources

United Nations (UN) Universal Declaration of Human Rights  
ILO International Labor Standards  
ISO 14001  
OECD Guidelines for Multinational Enterprises  
United Nations Convention against Corruption  
United Nations Global Compact  
UN Guiding Principles on Business and Human Rights (UNGPs)  
Gender Dimensions of the UN Guiding Principles on Business and Human Rights  
Amfori BSCI, Improving social performance

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Approved by Mehiläinen Konserni Oy Board on 2 November 2023