

### INTRODUCTION

Telatek Service Oy is committed to ethically sustainable business.

Primary success factors of our operation are honesty and responsibility. Our every employee shall follow the principles presented below.

### COMPLIANCE WITH LEGISLATION

We keep in our operations the national legislation and orders, and abroad the legislation of the country's local regulations. All employees are obligated to become aware of applicable laws influencing their work and obey them.

### FAIRNESS

We respect every human being as an individual. We don't accept discrimination, disturbance, teasing or irrelevant manner of speaking or treatment pointing to persons. We contribute the equality.

At recruiting processes we treat persons equally.

We don't use child labour or forced labour and don't accept that our cooperation partners use.

### OCCUPATIONAL HEALTH AND SAFETY

It is our aim to be a safe working place so that not any of our workers or subcontractors is being injured in his work.

Our employees shall obey our occupational safety regulations and customer's instructions. About abnormalities and deficiencies has everyone obligation to report.

### ENVIRONMENT

In our actions we aim at energy effectiveness, environmentally friendly solutions and material use effectiveness.

Our employees shall obey our environmental policy and directives concerning environment.

### COMPANY'S ASSETS

We are taking a good care of our company's tangible assets, economical funds, intangible assets and confidential information.

We protect physical and immaterial properties of our customers and other interest groups.

We don't accept economical misuses, corruption or bribery in any form. With bribery we mean offering or reception of money or any benefit.