



## **Apetit Group's Code of Conduct**

The Apetit Group Code of Conduct guides operations in all Group business segments and all operating countries. Apetit requires that all of its employees and suppliers comply with the Code of Conduct.

### **Compliance with legislation**

Apetit complies with current legislation and regulations.

### **Employees and working conditions**

Apetit promotes

- the equal treatment of its employees and the fostering of a good working atmosphere
- the broad use and development of its employees' expertise
- open and participatory interaction to improve the company
- the development of a varied and rich personnel structure

Apetit respects the human dignity, privacy and rights of all of its employees and will not tolerate any kind of discrimination, threats, harassment or insults in the workplace.

Apetit complies with international standards of working life to prevent the use of child labour. Apetit does not accept any form of forced labour or other infringements of human rights.

Apetit honours freedom of association and employees' freedom to organise themselves professionally.

Apetit complies with current legislation and collective agreements.

Apetit provides safe working conditions and systematically develops occupational safety.

### **Environment**

Apetit has identified the principal environmental effects of its operations and develops its operations to reduce adverse environmental effects and promote the sustainable use of natural resources.

### **Responsibilities**

We expect all of our employees to comply with this Code of Conduct in their everyday work.

Supervisors are responsible for ensuring that the Code is generally known, for monitoring compliance with it and for providing related guidance in their areas of responsibility.

Management is responsible for compliance with the Code of Conduct. The Code of Conduct is reviewed in conjunction with management reviews.

Instructions on submitting a report can be found in the company intranet and on its website.

Action taken in violation of the Code of Conduct will be appropriately investigated and necessary measures will be taken.

### **Conflicts of interest**

Apetit employees are always expected to act in the interest of the company.

Personnel members must refrain from business relationships that may lead to conflicts of interest.

Apetit employees must avoid situations that are in conflict or may be construed to be in conflict with the personal and business interests of the employee.

Apetit's employees may not use their position or information they have gained through their position or the employer's assets to seek personal gain.



### **Gifts and incorruptibility**

Apetit and its employees may not make direct or indirect bribes or give other benefits that may be construed as bribes to gain or maintain business, nor will they seek official decisions or services that are beneficial to them through illegal means.

Gifts exceeding the value of 50 euros may not be accepted. When a person is invited on a trip, travel and accommodation will be paid by the employer. Apetit employees may accept reasonable hospitality that is related to their work. Any exceptions to the above require the consent of the Group CEO.

### **Suppliers**

Apetit expects that all of its suppliers commit to comply with the Code of Conduct.

Apetit treats its suppliers and partners fairly and equally.

Espoo, 25 August 2016

Apetit Plc

CEO

Juha Vanhainen