



**Ekeri**  
EASY LOADING

# **CODE OF CONDUCT**

# Code of Conduct

AB EKERI OY, JANUARY 2023

## **Ab Ekeri Oy**

Kolpintie 1276  
68800 Kolppi  
Finland

+358 6 788 7400

[info\(a\)ekeri.fi](mailto:info(a)ekeri.fi)

## Contents

<b>INTRODUCTION .....</b>	<b>3</b>
<b>VISION AND MISSION .....</b>	<b>4</b>
Vision .....	4
Mission .....	4
Values: #WeAreEkeri .....	5
<b>CUSTOMER AND QUALITY .....</b>	<b>6</b>
<b>WE ABIDE BY THE LAW .....</b>	<b>7</b>
<b>WORKING CONDITIONS .....</b>	<b>8</b>
Human rights .....	8
Health and working environment .....	9
<b>WORKING CONDITIONS .....</b>	<b>10</b>
Diversity and equal treatment .....	10
Leadership .....	11
Good development opportunities .....	11
<b>ENVIRONMENT .....</b>	<b>12</b>
<b>COMMUNICATION .....</b>	<b>13</b>
We protect the Ekeri brand .....	13
Protection of tangible and intangible assets and information .....	14
We do not disclose customer information, trade secrets, or other personal information .....	14
<b>BUSINESS ETHICS AND COMMUNITY INVOLVEMENT .....</b>	<b>15</b>
Improper influence .....	15
Conflicts of interest .....	16
We promote fair competition and do not allow money laundering .....	17
Sustainability in the supply chain .....	18
Community involvement and sponsorship .....	18
<b>RESPONSIBILITY, IMPLEMENTATION, AND COMPLIANCE WITH THE CODE .....</b>	<b>19</b>
Improper influence .....	19
Division of labor .....	19
<b>COMPLIANCE WITH THE CODE .....</b>	<b>20</b>



## Introduction

# Responsible business operations and trust are essential for Ekeri's long-term success.

Therefore, we want to act in an ethical way to achieve sustainable results over time. We will create value for owners and customers and enable sustainable transport solutions. All our operations are based on trust between Ekeri Corp., our resellers and agents, our customers, suppliers, society, and partners. By following this Code of conduct, we can demonstrate to our stakeholders that we are worthy of their trust.

Our fundamental commitments are set out in our vision, mission, and main objectives as well as in our values. The Ekeri Code contains the principles that permeate our operations and decisions. The entire company is committed to following the principles and guidelines described in this Code.

We monitor compliance with the Code and strive for continuous improvement. By always seeking to get better and acting together, we can work in a way that we can be proud of.



## VISION

**The preferred supplier of sustainable heavy transport vehicles.**

## MISSION

Our side opening box bodies create opportunities to transport goods in a sustainable and cost-effective way.

## EASY LOADING

Our slogan “Easy Loading” refers to the easy loading, which is possible with trailers from Ekeri, thanks to the openable sides.

“Easy Loading” also means easier access to the load, user-friendly safety and load securing solutions and straightforward interaction between the customer and Ekeri’s staff.



VALUES: #WEAREEKERI

# Together we are Ekeri



## Cooperation

- We cooperate between departments
- We help each other succeed
- We involve each other
- We keep each other informed



## Respect

- We treat each other with respect
- We accept everyone for who they are
- We treat everyone equally
- We listen to each other



## Responsibility

- We do what is expected of us  
– what's right of me
- We take responsibility – also taking the big picture into consideration
- We give responsibility



## Constant improvement

- We want to develop
- We correct and prevent deviations
- We care about our environment
- We work towards common goals



## **Ekeri conducts systematic quality work that is evaluated on an ongoing basis.**

The quality work covers all aspects of the business, and we are certified according to the ISO standard. Our processes are documented in our business management system. The procedures and our regulatory documents are followed up and developed continuously. Working with continuous improvement is a guiding light for us.

“Easy Loading” – It should be easy to be a customer of Ekeri, and our customers should be able to trust us. Customer relationships must be based on business integrity. Customer agreements, like other agreements, must be documented, and the inter-

nal decision-making procedure must be followed. Our goal-oriented approach means that our services and products are based on customers' needs, wishes, and views. Their views should be treated as a source of improvement, and the management should be fast, friendly, and professional. Customer satisfaction is to be measured on an ongoing basis.

Based on their roles, all employees contribute to Ekeri achieving its vision and fulfilling customer promises. The employees are to be involved in the work with continuous improvements; managers provide the conditions for this.



# **At Ekeri, we abide by the law.**

In addition to laws and regulations, we respect and follow our policies and guidelines. We also expect all our business partners to comply with the law. Of particular importance are laws concerning employees, equality, confidentiality, bribery and corruption prevention, competition and consumer protection, occupational safety, environmental protection, labor legislation, product safety, road safety, wages, benefits and working hours. We are all responsible for ensuring that Ekeri's products are safe and meet prescribed requirements in force.

Ekeri tries to anticipate societal changes in close cooperation with its stakeholders. We are part of industry organizations to stay up to date on changes in regulations and society.

Working conditions



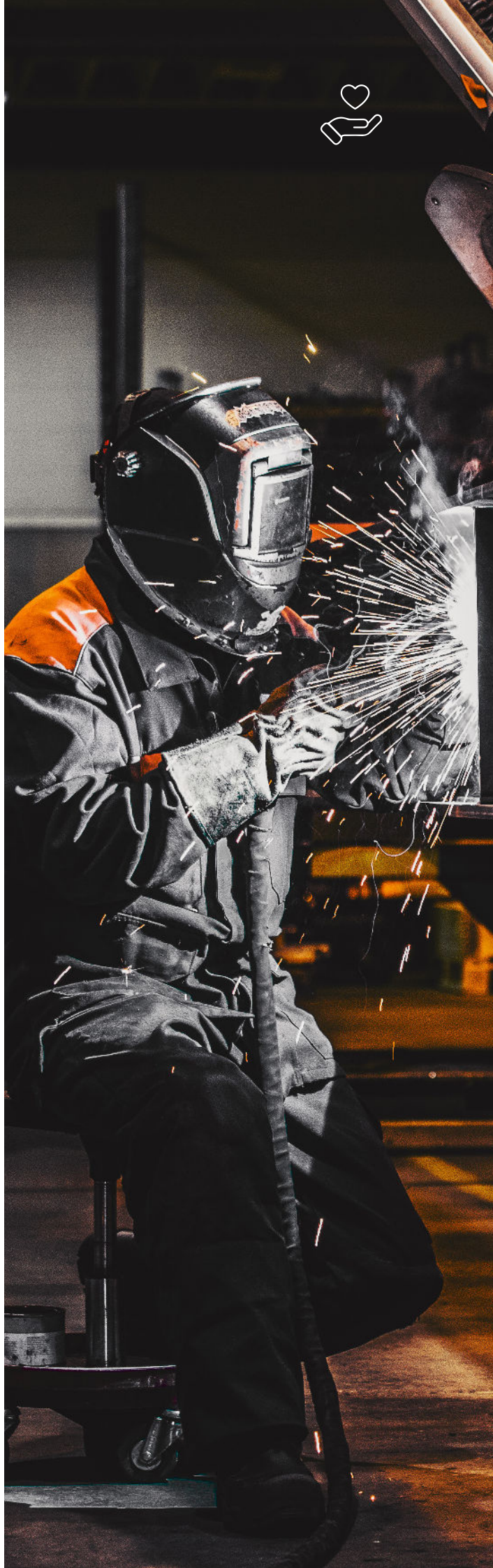
## HUMAN RIGHTS

# Ekeri respects human rights in all our activities.

We do not accept child labor or any form of forced or penal labor. All our employees have the right to join associations, organizations, and the right to organize in trade unions.

We treat all employees with respect and consider the individual's value, integrity, and freedom of religion and conscience. All employees must respect everyone's right to freedom of thought and opinion, freedom of speech and assembly, and freedom from discrimination based on ethnicity, age, nationality, sex, or sexual orientation. We do not tolerate bullying, sexual harassment, or any other form of harassment, threats, or insults. We expect our suppliers to adhere to the same rules.

CODE OF CONDUCT





## HEALTH AND WORKING ENVIRONMENT

**Our employees are our most important resource, which is why well-being, safety, and health are of great importance.**

We support our staff by considering the balance between work and leisure and by identifying mental and physical work-related stressors as early as possible.

Ekeri conducts systematic and transparent work with occupational safety and health and is certified according to ISO 45001. Ekeri works with risk analyses to manage and prevent risks in the working environment and prevent occupational injuries and illness. All incidents that may affect safety or security must be reported.

Ekeri has the overall responsibility for the health and working environment work, but all employees must and can contribute. All employees, contractors, and entrepreneurs who work at Ekeri's workplaces are, for example, responsible for their work being carried out in the designated manner and taking work safety into account. This is our shared responsibility.



## DIVERSITY AND EQUAL TREATMENT

**Ekeri is based on the view that people's differences contribute to an attractive and dynamic workplace. Every employee is respected. Management must prevent and remediate violations, harassment, and other adverse treatment.**

Equality, non-discrimination, and justice are principles in recruitment, remuneration, career development, and other staff-related issues within Ekeri. We assess individuals based on competence, skills, and results. A fair and well-functioning workplace is created through mutual trust, respect for the individual, genuine care, and team spirit.



## **LEADERSHIP**

It is the management's responsibility to promote direct, open, and constructive dialogue regarding all work-related issues. The manager shall encourage staff to ask questions, suggest improvements, and address any complaints. The manager is responsible for introducing new employees. He or she intervenes if any practice needs to be corrected and ensures that everyone is aware of the Ekeri Code and our shared principles. The manager must set a good example on how to act responsibly.

## **GOOD DEVELOPMENT OPPORTUNITIES**

The fact that Ekeri's employees are committed and have the right skills for their tasks is an important success factor for Ekeri. The employees' continuous development must be encouraged and supported to ensure the individual's and Ekeri's future competitiveness and market value. Management and employees have a mutual responsibility to ensure that everyone has the information, knowledge, and ability required to perform their tasks.



## **Working in an environmentally sustainable way is everyone's responsibility at Ekeri.**

We strive, together with our suppliers and customers, to promote sustainable use of resources.

We want all our employees to be aware of environmental issues in their daily work. We do not waste resources such as water, energy, and raw materials, and we monitor how our operations affect air, climate, water, and soil. We report all activities that may pose a risk to the environment. We handle chemicals and other waste in accordance with current regulations.

Ekeri is certified according to the environmental management system ISO 14001. Accordingly, we use renewable and low-carbon energy sources. All the measurements, analyses and reports relating to our climate goals are carried out accurately and truthfully.

By building efficient transport equipment that provides maximum payload, we at Ekeri affect the environment in a significantly positive way. Product design and continuous improvement are the keys to achieving increased recycling of materials.





## **Communication with our stakeholders must be characterized by respect and responsiveness. It must be open, correct, clear, and relevant.**

It must be open, correct, clear, and relevant. Our marketing communication must be customer-oriented and promote business, as well as create a fair and positive image of the Ekeri group. To be at the forefront, we listen to our customers through customer surveys and customer contact, among other things.



### **WE PROTECT THE EKERI BRAND**

We communicate openly, directly, and with integrity. We nurture and protect Ekeri's brand and strive to build a good corporate image and make Ekeri even more successful. All employees must be aware that what they say and write on social media can be perceived as an official statement.

In marketing communication, we present products, services, prices, and other details clearly and truthfully. We respect the principle of trademark

protection and expect our partners to do the same. Our media relations are managed by appointed persons in consultation with the CEO.

In social media, we follow the same rules of confidentiality and accuracy as in other communication and interaction. Do not discuss confidential matters in public, on social media, or with relatives or friends. We never act in a way that could damage Ekeri's reputation or competitive success.



## **PROTECTION OF TANGIBLE AND INTANGIBLE ASSETS AND INFORMATION**

**In our daily work, we are responsible for Ekeri and our business partners' assets, e.g., machinery, equipment, raw materials, vehicles, IT and mobile devices, money, intellectual property rights, and information. We are expected to handle them with care and protect them from injury, loss, theft, and abuse.**

We follow the company's policies and routines to protect data against threats and unauthorized and illegal use. Ekeri has the right to access and use data created and shared by employees in corporate systems, as well as to monitor and investigate the use of information and systems to the extent permitted by law.

All business transactions must be recorded in the company's accounting and bookkeeping correctly and fairly. Do not misuse the company's assets or information, e.g., for personal or non-Ekeri-related business or for illegal or unethical activities. Do not share confidential information from previous employers or ask others to do so. If you leave Ekeri, you may not share our confidential information with others. Unpublished company information about Ekeri's operations, customer information, and personal information is confidential and may not be disclosed to third parties. We protect Ekeri's intellectual property rights – inventions, patents, trademarks, and trade secrets – in an appropriate manner.

## **WE DO NOT DISCLOSE CUSTOMER INFORMATION, TRADE SECRETS, OR OTHER PERSONAL INFORMATION**

**At Ekeri, we follow practices and national laws and regulations regarding the handling and protection of personal data.**

We respect our employees' and other people's right to privacy. We collect, use, and store personal data only when it is necessary for our business. All of us who have access to personal data must use the data carefully, protect it against unauthorized use, and prevent data from falling into the wrong

hands. We ensure that the personal data we process is correct, and we edit or delete all incorrect personal data without delay. The personal data that we no longer need is destroyed in accordance with our privacy policy.



## IMPROPER INFLUENCE

**We at Ekeri do not tolerate bribes in any form. We do not accept, promise, or pay bribes or illegal payments to authorities or other parties. Nor do we encourage or advise anyone to offer or receive them.**

We can give or receive personal gifts but only of small value. The same applies to company-related representation. An appropriate representation or gift is casual and does not give rise to explicit or implied obligations for either party. Nor does it create expectations of receiving anything in return. An acceptable gift or representation is always given openly.

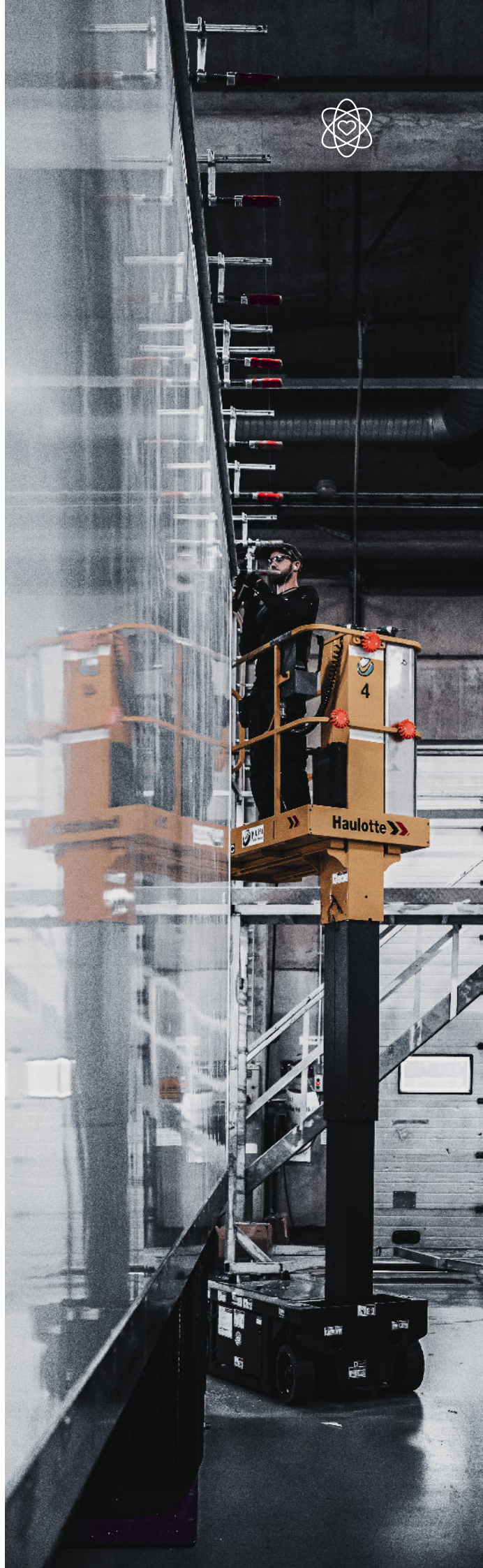


## CONFLICTS OF INTEREST

# We are all expected to act in Ekeri's best interests.

We avoid situations where the interests of the employee and the employer are in conflict with each other. Refrain from participating in decision-making that creates an actual or potential conflict of interest or may be perceived as such. Ensure that all your decisions at work are made objectively and with Ekeri's business interests in mind.

We do not participate in activities that impede fair competition. You may not work for companies that compete with Ekeri or participate in other professional activities that do so. You may not participate in professional activities that may have a negative impact on your work, either by taking up too much time or conflicting with your work at Ekeri. Being a board member, member or advisor, or having a similar position in another organization may also conflict with your obligations to Ekeri and create a conflict of interest.





## **WE PROMOTE FAIR COMPETITION AND DO NOT ALLOW MONEY LAUNDERING**

We strictly follow applicable competition legislation in all operations.

We do not, in any way, participate in activities that could restrict or impede effective competition. Our work with fair and efficient competition and pricing is also guided and secured by our quote and order process.

All forms of money laundering are prohibited, and we follow the legislation introduced to combat money laundering. We do not conduct business with parties or countries who are subject to trade sanctions.

We are aware of the most important competition law policies. For example, we do not agree on or discuss prices, costs, production volumes, discounts, customers, market division, or abandonment of product models or other trade secrets with our competitors. This applies to conversations with all Ekeri's competitors at all times, e.g., informal (social) events and unplanned meetings.



## SUSTAINABILITY IN THE SUPPLY CHAIN

**For Ekeri to be able to contribute to sustainable development and act responsibly, we must also make demands on our business partners. By knowing suppliers and other business partners and developing business relationships with them, we can improve business results, security of supply and business continuity.**

We choose business partners based on objective business criteria as well as their environmental & social performance. Before Ekeri enters into an agreement with anyone, we must also communicate this Code.

Our business partners' sustainability work must be followed up by us when this is specifically justified. Our business partners are in turn, responsible for reviewing the situation with their subcontractors. If problems are identified in the supply chain, we must be able to demand improvement measures. If identified serious problems are not remedied within a reasonable time, it must be possible to terminate the business relationship.

## COMMUNITY INVOLVEMENT AND SPONSORSHIP

Ekeri participates in various collaborations and industry organizations. We see it as an opportunity to develop our industry, be a good and responsible social actor, and develop confidence in our company.

Ekeri's sponsorship is mainly limited to sports and exercise arranged for children and young people in the local area, in this way, we support associations and larger groups. Ekeri does not sponsor individuals.

We do not donate money to political parties or otherwise support political candidates. In a democracy, everyone has the freedom to participate in political activities. As a company, however, we are politically independent. Keep your political activities separated from your work.



## IMPROPER INFLUENCE

**All employees at Ekeri are expected to read, understand, and follow our Code of conduct. Each Ekeri employee is responsible for the implementation of the Ekeri Code in their daily work.**

The CEO is ultimately responsible for ensuring that the Code is implemented and complied with by all employees in Ekeri's entire organization and that it is incorporated into relevant parts in agreements with Ekeri's business partners. The CEO is also responsible for continuously reviewing and revising if necessary. Assimilating the Code into everyday work and ensuring it's complied with is the whole management's responsibility.

Everyone in management positions must be positive role models and give their employees the right conditions to meet the Code's requirements. Therefore, everyone in management must understand what the Code means for their area of responsibility and for Ekeri as a whole. The plans that management makes for the business must take the Code into account. The Code is discussed with new employees in connection with the work introduction.

## DIVISION OF LABOR

The quality department prepares the Ekeri Code together with the management. The board of Ekeri Ab approves the Code. The CEO is responsible for the implementation of the Code and its updating.

Management is responsible for the education and adoption of the Code in practice, as well as full compliance and monitoring at company level and functional level.

**The starting point for the Code is trust in everyone's good judgment and common sense. We are all responsible for compliance with the Code.**

If you are in a situation where you suspect a Code violation, report suspected violations as early as possible. A suspected violation must primarily be reported to the immediate superior but can also be reported through an anonymous letter to the CEO, HR manager or the chairman of the board. We take measures to end the actions and activities that violate our business principles. Measures are taken on a case-by-case basis in the most appropriate way for the situation in question.



## ENERGY EFFICIENCY



