



ETHICAL GUIDELINES

For staff, suppliers and collaborating partners



LAHTI
PRECISION

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INTRODUCTION

Lahti Precision is the leading Nordic specialist supplier in the demanding field of industrial weighing and dosing systems. Our company has more than one hundred years of experience of this industrial area. Lahti Precision has developed as a top expert in handling bulk powder materials and the dosing of materials. In addition to equipment and systems, we provide various services to our customers.

Behind our success has been strong know-how and a business built on solid values. Customer orientation and responsibility guide's our daily choices. With the efficient technology we have developed, our customers can reduce a negative environmental impact.

Our way of working and our values show us the direction in the face of daily challenges ahead.



We value each other



We are sustainably profitable



We take on our responsibility



We help our customers to succeed

Ethical conduct is an inseparable part of our corporate culture. We all operate professionally, responsibly, ethically and in accordance with agreed principles. Each employee uses their own morals and sense of responsibility in the performance of their duties. Supervisors ensure that their employees are adequately informed, trained and guided on issues related to responsibility. All personnel of Lahti Precision Oy and HPP Bulk Technologies Oy are expected to commit to operating in accordance with this code of ethics.

We require that our subcontractors, suppliers, representatives of our company and other collaborating partners also undertake to comply with the operating principles in accordance with this code of ethics.

The ethical guidelines are freely available on the company's internet website and from the internal communication channel Prenet.

These ethical guidelines have been approved by Lahti Precision's management team.

COMPLIANCE WITH LAWS AND REGULATIONS

We at Lahti Precision always comply with the legislation in force within our operations. We ensure that the legality of our operations and operate in accordance with generally accepted practices. We keep our staff aware of these issues and require them to comply with them. National and international laws and regulations are the minimum requirements for our operations, in addition are our company's values and agreed practices, which guide our operations wherever we work.



WORKING LIFE AND HUMAN RIGHTS

Human rights

In all our activities, people are always at the centre. We value everyone, regardless of the task. We respect human rights in accordance with the principles of the UN Declaration of Human Rights. We do not tolerate the use of forced or child labour, any form of discrimination or other human rights violations in any of our activities.

Labour rights and work culture

Our work culture is based on the current labour legislation, which we follow. In addition to this, fairness and respectful treatment are fundamental principles of our work community.

We take care of the fulfilment of the fundamental rights of our employees. We support their right to organize, to belong a trade union and to negotiate collectively. We do not tolerate any kind of discrimination. The ban applies in particular to recruitment, promotions, training, compensation, length of employment and retirements.

We offer everyone equal opportunities to develop at their work. Every employee is required to be active in constant learning relating to professional development.

We promote an equal, open, harassment-free work culture. We do not tolerate any form of sexual harassment or other harassment.

We value internationality, different skill sets, experience and different backgrounds. For our part, we can contribute to making our workplace diverse and inspiring. We honour different points of view and give everyone equal opportunities to participate.





Occupational safety

Employee well-being, health and safety at work are important at Lahti Precision. In all our operations, we comply with up-to-date safety at work legislation. We provide a healthy and safe working environment for our employees, subcontractors and for the others that work for us.

Lahti Precision has detailed and maintained guidelines related to occupational health and safety at work. All employees undertake to comply with our organization's safety at work guidelines in all of their work-related activities. Safety is not compromised.

It is the responsibility of supervisors to ensure that their personnel are properly trained in safety at work, appropriate education and ensure that safety equipment is adequate and used correctly.

A safety culture is maintained by communicating things openly. Risky work is addressed immediately. Accidents, danger factors and safety findings are reported immediately using the agreed reporting channels. It is everyone's responsibility to maintain a safety culture. It should never be assumed that someone else has reported risks and grievances. We are proactive in all matters related to our safety.

COMPETITION, BRIBERY AND CORRUPTION

Competition

Competition law protects and promotes fair competition in business. Any business that restricts or distorts competition is prohibited. Lahti Precision is committed to competing fairly and conscientiously in the market. We comply with applicable competition laws in our operations.

We do not discuss or exchange sensitive information with our competitors in violation of competition laws. Such information includes, for example, pricing, costs, production volumes, discounts, market region dividing, etc. We do not engage in cartels or other illegally restrictive contractual relationships.

All of our employees undertake to act in accordance with the principles and regulations of fair competition in all activities, including informal events and occasional meetings.

Bribery and corruption

Lahti Precision does not approve any kind of bribery or corruption. Our company has zero tolerance regarding these.

None of Lahti Precision's employees or partners may directly or indirectly promise, offer, pay, demand or receive bribes or lubrications to promote business, maintain business relationships or gain an unfair advantage, whether from public entities, customers, suppliers or other business partners.

In addition to money and monetary benefits, valuable gifts or services that have or may be considered to have an impact on the objectivity of business decisions, or that seek preferential treatment, are also considered bribes.

Conflicts of interest

We expect our staff to be loyal and committed to working towards common goals. Our employees always act in the interests of the company in their work

We avoid situations where the employee's personal interests conflict with the company's interests. Such a situation may arise, for example, if an employee has ownership, decision-making power or family members in or otherwise connected to our company's supplier, customer or competitor companies. If an employee has personal interests in those companies, he or she should not be involved in decision-making that pertains to those companies.

ENVIRONMENT AND QUALITY

Lahti Precision actively strives to reduce the adverse environmental impact of our operations and products. We pay attention to environmental issues in all our operations - product development, production, supplier relations and other business. The equipment, facilities and services provided by the company comply with the principles of an energy-efficient life cycle and the optimal use of valuable raw materials. Lahti Precision has always been known for its accurate dosing and weighing equipment. The technologies used are energy efficient and save natural resources. The goal of sustainability development guides our product development.

We comply with environmental laws and regulations relating to our operations. In the organisation there is a specified responsible person for the environmental issues. Staff are properly trained to anticipate, prevent, and correct negative environmental impacts.

In our day-to-day operations, we strive to avoid wasting natural resources and use them efficiently. Chemicals and hazardous waste are handled safely and in accordance with instructions. We carefully ensure the safety of our products and compliant with all legal requirements.



INTELLECTUAL PROPERTY RIGHTS AND PROTECTION OF COMPANY PROPERTY

Lahti Precision carefully takes care of its own and its business partners' tangible and intangible assets. We protect our company's intellectual property rights - patents, trademarks, inventions, copyrights and trade secrets. We respect the inventions, trade secrets and intellectual property rights of our business partners and other third parties, and we do not attempt to exploit them illegally.

It is the responsibility of each employee to protect the property of the company and our business partners and to ensure its proper use. Lahti Precision's employees may not use the company's tangible or intangible assets to benefit from them in contexts other than those related to their duties.

We treat confidential information with care. Business secrets such as sales opportunities, customer, technology and financial information are given special care and are not disclosed to third parties without a business reason.

We take care of data security and protect ourselves from cyber risks by appropriate means. Personnel and subcontractors are required to comply with the company's information security guidelines.



PERSONAL DATA PROTECTION

Lahti Precision ensures appropriate personal data protection with regard to the information of its employees, customers and other stakeholders. We process all personal information as required by applicable privacy and personal laws and regulations. We collect, use or process this information only for specified legitimate business purposes.

CORPORATE SOCIAL RESPONSIBILITY

The company's management team decides on possible sponsorship and donation targets. The main emphasis is on training or educational activities, i.e. Providing internships, etc. We do not distribute financial support to political parties.

IMPLEMENTATION AND ABUSE

These ethical guidelines are constantly on display to ensure staff awareness and are in commitment to these. All suspicions of violation of the law or this Code of Conduct must be reported immediately to the members of Lahti Precision's management team or to the Managing director. The reports made will be carefully and confidentially investigated. We do not tolerate any retaliation, intimidation or discrimination against those who honestly and in good faith report suspected violations. Identified violations of ethical guidelines will result in disciplinary action. Depending on the seriousness of the breach, this may be a reprimand, warning, termination of employment or civil and criminal legal action. If any questions arise about the content or interpretation of this code, these should be directed to the Managing Director.

We also require all our suppliers and partners to adhere to the same ethical and legal principles in all of our activities. These ethical guidelines have been approved by Lahti Precision's management team.



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