

KONECRANES

# Supplier Code of Conduct

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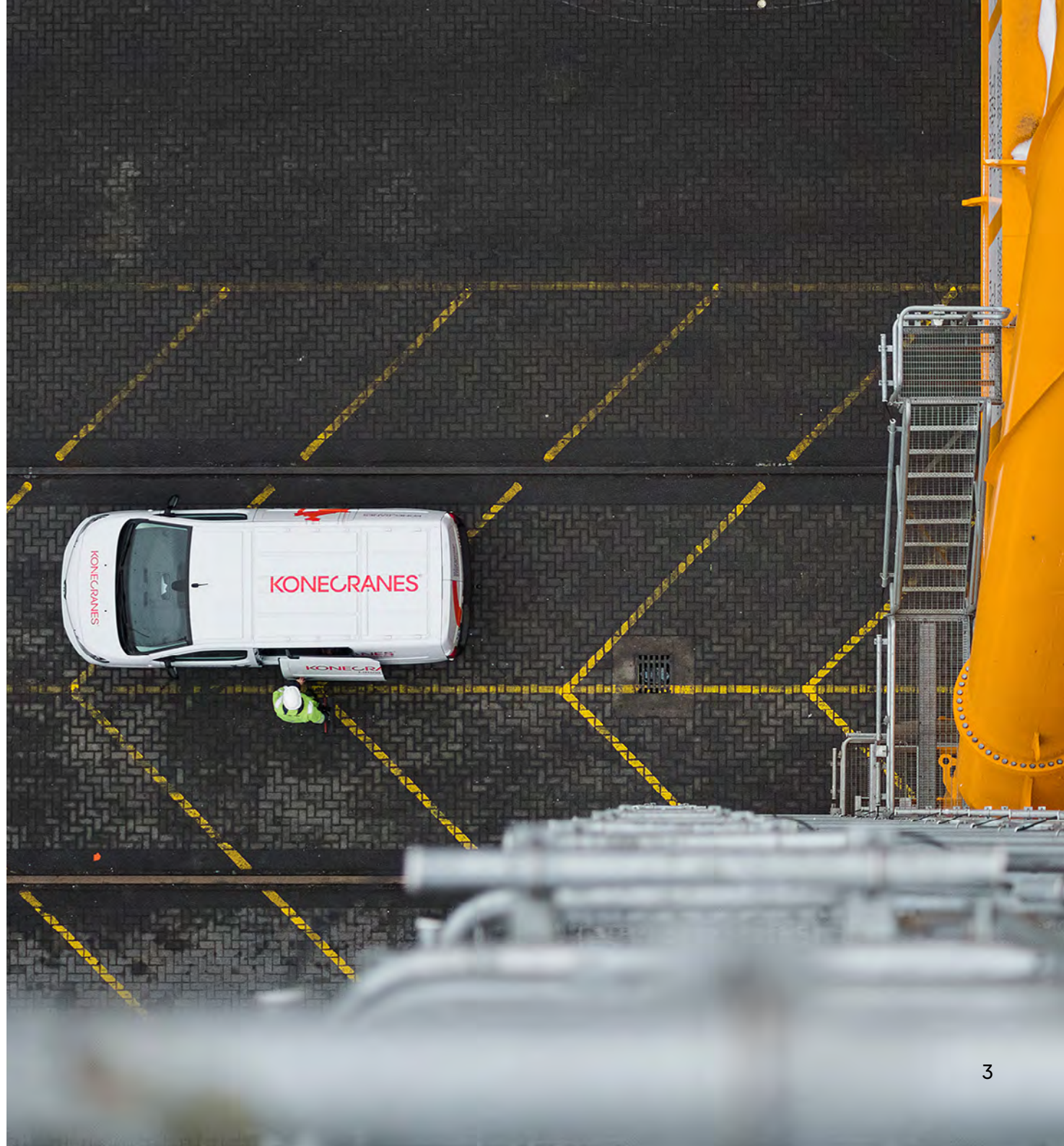
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## Purpose of the Code

Konecranes expects its suppliers and subcontractors to conduct their business in compliance with the same legal and ethical requirements and principles that Konecranes requires in its Code of Conduct. These principles are of the utmost importance when establishing and conducting business relationships. Konecranes is committed to the ten principles of the United Nations Global Compact and to the OECD Guidelines for Multinational Enterprises.

Konecranes' Supplier Code of Conduct ("Code") sets the minimum legal and ethical requirements and principles of conduct which Konecranes requires from its suppliers and subcontractors. The Code applies to the conduct of all companies that have a direct contractual relationship with Konecranes, as well as the sub-suppliers and subcontractors that provide services or deliver products to such companies for the benefit of Konecranes (collectively "Supplier").



## Compliance with Laws and Regulations

The Supplier shall be committed to full compliance with applicable laws and regulations. The Code is not intended to replace or override national laws, but it should always be seen as the minimum requirement and expectation.



# Human Rights

## Respect of Human Rights

The Supplier shall treat its employees in a fair and equitable manner, taking into account human rights as defined in the International Bill of Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. The Supplier shall identify, assess, prevent, mitigate and remedy negative human rights impacts.

## Freely Chosen Employment

Any form of modern slavery, including forced labor, compulsory labor, debt bondage, human trafficking or similar is not accepted. All work shall be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given as per the employment contract. No employee shall be required to give his/her identity papers, deposit money or to pay recruitment fees during employment.

## Young Workers

The Supplier shall ensure that child labor is not used. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is highest. The Supplier shall ensure and control the age stated by its employees. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime.

## Working Hours

Working hours shall comply with the local laws and collective agreements, and be followed and documented. All overtime shall be voluntary. The Supplier shall allow its employees regular rest days, on average at least one day off in every seven-day period.

## Wages and Benefits

The compensation to be paid to employees shall comply with the applicable wage laws and collective agreements, including those relating to minimum wages, overtime hours and mandatory benefits.



### **Non-Discrimination and Non-Harassment**

The Supplier shall not tolerate discrimination against any employee based on reasons such as the employee's race, religion, color, gender, gender identity, sexual orientation, age, marital status, national origin, citizenship, political opinion, trade union membership, disability (where the applicant or employee is qualified to perform the essential functions of the job with or without reasonable accommodation) or other forms of discrimination covered in relevant regulations and laws in recruiting, hiring, placement, promotion, or any other condition of employment. The Supplier shall ensure its employees receive equal opportunity and equal treatment based on merit.

The Supplier shall not allow any physical, psychological, verbal, or sexual harassment or abuse towards any employee. Disciplinary policies and processes in support of these requirements shall be clearly defined and communicated to employees.

### **Freedom of Association**

The Supplier shall recognize the freedom of association and right to collective bargaining.



## Health and Safety

The Supplier shall ensure that its employees have a healthy and safe working environment. The Supplier shall take measures to adequately protect against occupational injuries and illnesses and ensure that its employees are trained to do their work safely and correctly. These include, in minimum the following measures:

- Assess, manage, control and mitigate health and safety risks;
- Provide all necessary training and instructions and ensure they are communicated to and understood by concerned employees; and
- Provide the safe and appropriate tools, equipment and necessary personal protective equipment.

Employees shall be provided access to clean and safe facilities and to potable clean water and toilets.

The Supplier shall, at a minimum, document in writing its compliance with the following principles:

- the necessary permits, licenses and registrations are obtained, followed, and kept up to date,
- Control of worker exposure to potential health and safety hazards through proper design, engineering, administrative controls, preventive maintenance and safe work procedures,
- Identification and assessment of emergency situations and events to minimize their impact by implementation of emergency plans and response procedures; and
- Identification, evaluation, and control of worker exposure to toxic chemical, biological, electrical and physical hazards.

A safe and healthy working environment is one of the fundamental labor rights, the Supplier is expected to ensure for its employees.



## Environment

The Supplier shall have an appropriate system for environmental management. The Supplier shall focus on energy and resource efficiency as well as on waste and chemical management. The Supplier shall strive to reduce their greenhouse gas emissions (GHG) from their own operations and their value chain.

The Supplier shall monitor, control and strive to reduce the environmental impact of its operations. The Supplier shall have written instructions covering all processes with potential environmental impacts, such as the storage and handling of hazardous materials. The Supplier shall obtain, maintain and comply with environmental permits, licenses and registrations. The Supplier shall appropriately treat wastewater, air and noise emissions and solid waste generated from its operations.

If separately agreed with Konecranes, The Supplier shall measure and communicate greenhouse gas emissions on an annual basis and provide environmental performance data for its products and services like GHG emissions for environmental assessments, product life cycle assessments and/or product declarations.

The Supplier, selling products to Konecranes, shall comply with [Konecranes' Restricted Substance List](#).





## Data Protection & Privacy

The Supplier shall process personal data in accordance with applicable laws and Konecranes agreements. In all cases, personal data shall be processed fairly and carefully. The Supplier shall implement appropriate organizational and technical measures to ensure the security of the personal data and, as necessary, commit to legally binding arrangements such as appropriate written agreements to ensure compliance and individuals' right to data protection/privacy.



## Anti-Corruption and Anti-Bribery

The Supplier shall not engage in corrupt business practices of any form, including extortion, embezzlement and bribery, or in money laundering activities.

The Supplier must never seek, accept, give or offer, either directly or through a third party, any bribes, kickbacks, or other improper payments. Improper payments refer to anything of value given with the intent of gaining or retaining improper business benefit or personal gain.

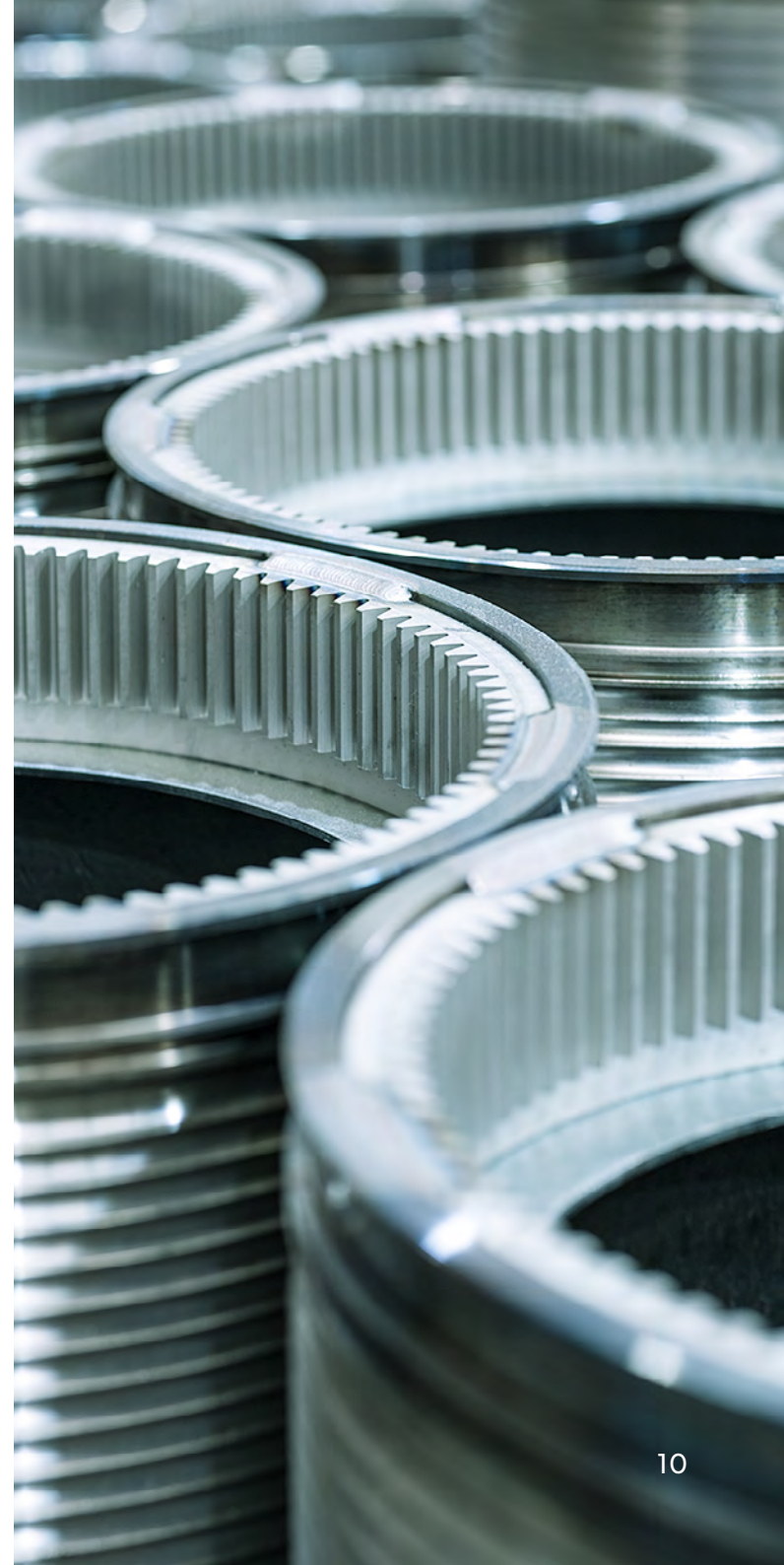
Any gifts and hospitality offered by the Supplier to Konecranes employees or other business partners must be reasonable and within customary standards of hospitality, and they must be acceptable under applicable laws. Giving

cash or cash equivalents (including gift cards that are cash equivalents) as a gift is not permitted. Also, the Supplier is expected to refrain from offering gifts or hospitality to Konecranes employees in a situation where there is a tendering or contract negotiation ongoing.

Konecranes' employees and representatives shall always pay for their own traveling and accommodation expenses when visiting a Supplier or the Supplier's events.

Konecranes expects that the Supplier establishes and maintains adequate and proportionate processes to prevent corruption within its operations and ensures compliance with applicable anti-corruption laws.

Konecranes is committed to working against corruption in all of its forms and expects the same from its Suppliers.



# Fair Competition

Konecranes expects that its Suppliers strive for fair competition and are committed to complying with applicable competition laws. The Supplier must refrain from any activities that might restrain fair competition or raise competition law concerns, for example sharing information on pricing, market shares or other similar non-public information with its competitors.



## Conflicts of Interest

The Supplier shall avoid situations where a conflict of interest between Konecranes and the Supplier exists, or that could create a conflict of interest with a Konecranes employee's duty to act in the best interest of Konecranes.

The Supplier shall inform Konecranes of any potential or actual conflict of interest situations it becomes aware of, including situations where a Konecranes employee or a family member of a Konecranes employee owns a material direct or indirect financial interest in the Supplier, or such a person has a managerial position at or works for the Supplier.

Openness and transparency help reducing the effects of potential conflicts of interest.



## International Trade

The Supplier shall comply with all applicable national and international trade sanctions and embargoes, as well as with all applicable export and import controls and customs laws.

The Supplier must maintain and share accurate trade data, information and documents related to its products. The Supplier is required to provide Konecranes upon request with information about the manufacturing location of the products together with proof of origin.





## Security

The Supplier shall comply with applicable cybersecurity laws and regulations and proactively take measures to ensure the security of the provided products, systems and services.

The Supplier shall inform Konecranes without undue delay about cybersecurity incidents impacting Konecranes or products and services provided by the Supplier to Konecranes.

The Supplier shall ensure that AI (Artificial Intelligence) or similar technology in the products and services provided to Konecranes is transparent, reliable, non-discriminatory and complies with applicable laws and regulations.

## Confidentiality & Intellectual Property

The Supplier shall keep confidential the confidential information of Konecranes and its customers which the Supplier may have access to, or otherwise become aware of in the course of its business relationship with Konecranes, and shall ensure protection against its unauthorized access and use. The Supplier shall use such information solely in connection with its work for Konecranes.

The Supplier shall respect and protect the intellectual property rights of Konecranes and third parties.



## Reporting compliance concerns

Konecranes expects that the Supplier provides its employees and other stakeholders the possibility to raise concerns about unethical or illegal conduct without risk of reprisal and ensures that appropriate processes are in place to address these concerns and remedy any confirmed cases.

If the Supplier becomes aware of any violations of this Code by its employees or Konecranes employees that may impact the business relationship with Konecranes, the Supplier must inform Konecranes as soon as possible. The Supplier and any of its employees may contact Konecranes directly, or report their concerns confidentially via [Konecranes' whistleblowing channel](#).

Visit [konecranes.com](https://konecranes.com) pages for more information on whistleblowing process and channels.





## Monitoring and Auditing

The Supplier shall continuously monitor and document its compliance with this Code and applicable laws and regulations, and the Supplier must be able to demonstrate its compliance with the requirements upon request. Konecranes may verify the Supplier's compliance with this Code, and the Supplier shall provide Konecranes access to relevant information and documents for this purpose.

Konecranes shall have the right to audit the Supplier's compliance with this Code itself with or without the support of a third-party auditor.

If the results of such an audit show, or it becomes otherwise evident that the Supplier is not in compliance with this Code, the Supplier shall take all necessary corrective action in a timely manner. If the Supplier fails to comply with this Code, Konecranes may take actions against the Supplier, including but not limited to suspending orders or terminating any agreement with the Supplier in case of a material breach of the Code.

If you have questions about the Code, reach out to your Konecranes contact person. If you have compliance concerns, you may also report by using [Konecranes whistleblowing channel](#).



**KONECRANES**