

ARE's Supplier Code of Conduct

ARE is part of the Conficap Group. Conficap's history extends back over a hundred years. The company has been owned by the same family since it was first established.

ARE is a Finnish technical building services company whose mission is to provide the most sought-after technical building services and solutions to benefit the customer. ARE employees make fair partners. This means we have high ethical standards, which also apply to ARE's suppliers.

Our values are:

- We put our customers first
- We work together
- We are professionals
- We deliver results

The purpose of this Code of Conduct is to ensure ethically responsible and mutually beneficial cooperation.

1 Business principles

ARE observes the principles of sustainable development and ethical business in its operations and maintains a workplace atmosphere characterised by high moral standards. ARE has a zero tolerance policy for bribery, extortion, the restriction of competition, discrimination, workplace bullying and other illegal conduct.

We operate openly and in accordance with the principles of fair competition, and we do not engage in unethical commercial practices.

Environmental issues are part of ARE's responsible operations and reputation. Conserving and protecting the environment are among the objectives of our personnel and we expect same from our suppliers.

We protect the property of ARE's and ARE's customers from damage, theft and abuse.

ARE's hospitality is reasonable and proportionate. The supplier or its employee shall not give or receive gifts, entertainment or services that exceed ordinary hospitality. The supplier or its employee shall not give or ask for a bribe.

We do not allow the creation of conflicts of interest in the surrounding society. Before entering into an agreement, the supplier is responsible for giving ARE a written notice of possible conflicts of interest with ARE's representative. The notice must be given to ARE's General Counsel. A conflict of interest can arise out of direct or indirect economic or other connection to ARE's representative.

We require that our suppliers comply with these principles.

22 September 2023

2 Employer and safety principles

ARE observes national and EU legislation and respects internationally recognized human rights, the ILO Conventions as well as the collective labor agreements and other agreements that are binding on ARE. We expect the same from our suppliers.

We do not condone the use of child labor, any form of forced labor or other human rights infringements in the operations of our suppliers. Discrimination, workplace bullying, and harassment are prohibited. Organizing into trade unions is a universal right.

Everyone is treated equally at ARE. ARE wants to ensure safe and healthy working conditions for employees. Through responsible action by ARE and the company's suppliers, we proactively prevent occupational accidents and health hazards. Subcontractors are required to notify ARE of all occupational accidents, close calls and conditions that may endanger occupational safety at ARE's work sites.

3 Compliance and monitoring of the Code of Conduct

ARE requires that its suppliers comply with this Code of Conduct and monitor the operations of their suppliers. Infringements against the Code of Conduct always constitute a serious and material breach of agreement that may lead to the termination of the agreement and liability claims.

ARE has the right to conduct supplier audits to ensure compliance with this Code of Conduct.

In case a supplier or its employee notices non-compliance with these rules the matter must be reported to ARE's HR director or General Counsel. The report can also be filed anonymously through ARE's reporting channel ([ARE's ethical channel](#))