



## **FINNISH BUSINESS GROUP**

### CODE OF CONDUCT

**Finnish Business Group in Ukraine** (referred to as "Group") – is a voluntary association of legal entities which executes its activity with aim to support Finnish business development in Ukraine.

Each Member and its personnel are expected to share and comply with high ethical standards of business activity, professional behavior and rules specified in this Code of Conduct (referred to as "Code").

Failure to adhere to any principles determined in this Code may be the basis for revising and termination a membership of the respective company in the Group.

#### **Commitments of Members of the Group:**

- abide by the high standards of the professional behavior, best business practices and rules of fair and transparent competition;
- operate in compliance with legislation;
- contribute to fighting against corruption and refrain from actions that could be regarded as corruption;
- adhere and respect human rights, including labor rights;
- ensure equal opportunities in the workplace;
- provide safe and healthy working conditions;
- prevent the discrimination in any form;
- respect and comply with property rights, refrain from actions that could infringe upon the intellectual property rights;
- comply with local laws and internationally recognized environmental standards;
- exhibit proper respect to Ukrainian and international governmental institutions;
- develop and maintain constructive relations with state and local authorities;
- ensure that business is conducted in compliance with sanctions regimes of Ukraine, the European Union, the United States, the United Nations, the United Kingdom;
- maintain ethical rules in communication with other Members of the Group and invited guests at any events of the Group;
- respect and protect the privacy of all individuals, protect confidential information entrusted;
- refrain from actions that in any way harm reputation of the Group;
- refrain from comments of any other communication that could be regarded as official position of the Group. Group Members shall recognize that co-chairs of the Group are entitled to represent a Group in relations with other entities;
- use Group`s logo in compliance with rules specified by the Group during the period of membership in the Group only. The Company shall remove the information of membership in the Group and the Group`s logo from all resources in the event such company cease to be a member of the Group;
- promote the application of these rules among business partners.