

Gofore Plc 2024

---

# Gofore Supplier Code of Conduct

Add document subtitle or other relevant information

**GOFORE**

**Gofore Oyj**

1710128-9

Peltokatu 34 (HQ)

33100 Tampere

Gofore's mission is to change the world for the better. We build a better future with our work in digital transformation and renewing ways of working. We pursue projects that have significant positive impact to both the society and the environment.

We are committed to being socially, environmentally and financially responsible – we care for our people, our customers, and the surrounding world.

When commencing collaboration with Gofore, we expect all our suppliers to respect Gofore's ethical foundation and conduct their business correspondingly.

The Supplier Code of Conduct applies to any person or legal entity that provides services or products to Gofore Plc or any of its affiliate companies.

The supplier must comply with the minimum requirements for sustainable development and social responsibility set out in this Supplier Code of Conduct. The supplier must ensure that its suppliers and subcontractors comply with standards that are not less strict. The supplier is responsible for its subcontractors and suppliers as for its own activities.

Gofore's Supplier Code of Conduct is based on the ten principles of the United Nations Global Compact.

## Regulatory compliance and business practices

**Gofore is committed to conducting its business in accordance with the highest standards of legal and ethical compliance.**

We expect our suppliers to comply with all laws and regulations (including all government, UN or EU sanctions) applicable to their business as well as this Supplier Code of Conduct in all their operations.

All business partners, their employees, and affected parties are encouraged to report suspected cases and violations of this Code of Conduct. This shall serve to mitigate the consequences of such violations and prevent future misconduct of this nature. To this end, business partners are to set up whistleblower systems of their own or join an industry-wide system.

The Suppliers shall not introduce or engage in illegal or unethical business practices or procedures. They shall ensure the solvency of their own business, and that the Supplier's risk management is properly organised, including adequate insurance cover.

The Supplier shall ensure that its funds are used only for legitimate business purposes and shall protect them against loss or misappropriation.

**Anti-Corruption, anti-bribery and anti-money laundering.** The Supplier shall comply with all applicable laws and regulations relating to bribery, corruption, fraud, and other prohibited business practices. They shall act against all forms of corruption, including extortion and bribery. The supplier shall not offer or accept any benefits to any unfair advantage. The supplier shall refrain from any activities which may be considered part of the money laundering process and duly fulfil their reporting obligations.

**Fair competition.** The supplier shall compete fairly and in accordance with the competition laws in force and shall not enter into any discussions or agreements with its competitors to fix prices or restrict access to products.

**Conflict of interests.** The supplier shall constantly monitor actual or potential conflicts of interest between Gofore and the supplier that may arise in the supplier's business. If the supplier becomes aware of a potential conflict of interest, it shall promptly notify Gofore.

**Confidentiality.** The supplier shall ensure that confidential information is kept secret and used only for legitimate purposes. The supplier shall respect the privacy rights of all stakeholders and comply with all applicable laws and regulations when processing or controlling personal data.

**Data privacy and data security.** Our partners undertake to enforce the right to informational self-determination, the privacy of personal data, and the security of all business information and personal data in all business processes in compliance with statutory provisions and the applicable privacy and information security laws.

**Customs and export control regulations.** Our business partners undertake to comply with international customs and export control regulations, and proactively share foreign trade-related information in the interests of a secure supply chain.

## Human and Labour Rights

**Gofore is committed to promoting internationally proclaimed human rights and fair working conditions in all its operations.**

We expect our suppliers to support and respect human rights and act under the principles set out on the International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

The supplier shall ensure that they are not engaged in violation of human rights and will interfere in all negative human rights effects of its action. This also applies to any security forces the supplier may hire or use.

**Freely Chosen Employment.** The supplier shall not engage in or benefit from any form of forced and compulsory labour. They shall respect the right of employees to terminate their employment at reasonable notice and respect the right of employees to leave the workplace after their shift. Employees are not required to provide the employer with deposits or their original identity documents as security.

**Child Labour.** The supplier shall not engage in or benefit from any form of child labour and they shall comply with minimum age regulations set by ILO and local authorities.

**Freedom of Association.** The supplier shall respect the freedom of association of employees, the right to freely choose their representatives and bargain collectively. They shall ensure that employee representatives are not subject to discrimination. The right to collective bargaining for the settlement of disputes pertaining to working conditions and the right to strike shall be granted within the framework of statutory provisions and in accordance with ILO Convention No. 98.

**Non-Discrimination.** The supplier shall provide a working environment free of discrimination. This includes discrimination based on race, ethnicity, colour, age, gender, gender identity or expression, sexual orientation, political beliefs, nationality, religion, disability, parental status, economic/class status, or any other discriminating factor. They shall neither engage in nor tolerate any discrimination or harassment, including sexual harassment.

**Fair Treatment.** The supplier shall provide a working environment free of harassment and other disrespectful conduct. The supplier shall respect equal opportunities in terms of recruitment, compensation, access to training, promotion, termination or retirement.

**Safe working environment.** The supplier shall provide a safe and healthy working environment that meets the requirements of national health and safety legislation. The supplier shall continuously assess risks and take actions to mitigate identified risks. They shall document and investigate occupational injury and illness. If the supplier provides housing to employees, it has to be clean, safe and sufficient to fill basic needs.

**Conditions of employment.** Salaries, working hours and other conditions of employment must be reasonable and in accordance with applicable legislation, ILO conventions and collective agreement.

## Environment

**Gofore is committed to protecting the environment and seeking out ways to further reduce its environmental impact.**

As a minimum standard, our Suppliers shall always ensure compliance with all applicable environmental laws and regulations and both local and global environmental standards.

We expect our suppliers to support a precautionary approach to environmental issues and take the initiative to promote greater environmental responsibility.

The supplier shall measure, monitor and assess its environmental impact and aim to reduce the negative impacts of its operations. Gofore encourages suppliers to use and develop environmentally friendly practices and technologies

**Climate action.** Gofore is committed to a carbon neutrality target by the year 2035. As an important part of this goal, we expect our suppliers to be able to report to us their carbon emissions when asked. We expect our business partners to engage in persistent and active climate action, for example, by increasing energy efficiency or generating or procuring energy from renewable sources.

**Water consumption and quality.** Our business partners shall undertake to use water with due care. In regions where water is scarce, they are to minimise the withdrawal of water and afford access to potable water and sanitation. Wastewater quality standards shall be defined and monitored within the scope and structure of applicable statutory and regulatory requirements.

**Substances of concern.** Our business partners are required to observe the rules of material compliance – that is, the statutory substance prohibitions, restrictions, and declaration requirements and applicable standards.

## Legality of materials and conflict minerals

The Supplier shall ensure that the materials used by the Supplier are procured from legal and ethical sources. The Supplier shall ensure, with reasonable care, that the Supplier does not use conflict minerals such as tin, tantalum, tungsten, gold or their derivatives, which are defined as conflict minerals in Regulation (EU) 2017/821 of the European Parliament and of the Council.

## Monitoring and reporting

The suppliers are expected to implement adequate processes and controls to ensure that they and their subcontractors adhere to the provisions of the Supplier Code of Conduct in all their business activities.

The supplier shall report to Gofore any incidents or activities it discovers in its or its subcontractors' operations that may be considered a potential or actual breach of the Supplier Code of Conduct.

Upon request, the supplier shall present relevant information and documentation on its compliance with the Supplier Code of Conduct. The supplier shall promptly rectify any observed deficiencies and present information on the implementation of corrective measures. Gofore shall have the right to audit the supplier's compliance with the Supplier Code of Conduct. Any audit shall be carried out in cooperation with the supplier.

If the supplier fails to rectify the observed deficiency or otherwise acts in violation of the Supplier Code of Conduct, Gofore has the right to terminate the contractual relations with the supplier.