

			Toimintatapaohje (Johtamiskäsikirja)	
Taso/Level Taso B	Tila/Status Accepted	Tunniste/ID Code of Conduct	Versio/Rev. 6	Code of conduct 1/3

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1. BACKGROUND

Leinolat Group is a group of six companies (Oy Leinolat Ab, Leimec Oy, Kilkanen Oy, Uwira Oy, T-Drill Oy and Bobi.com Oy) who provide customers with comprehensive expertise, solutions, and components for the metalworking industry. Our Code of Conduct defines how we do business at Leinolat group.

2. GENERAL

Leinolat group is committed to managing and developing its business in a responsible and sustainable manner. We greatly value each other and all our stakeholders, such as our customers and partners. We protect our assets and information.

3. OCCUPATIONAL HEALT AND SAFETY

Leinolat Group aims to provide a safe working environment for all those working for the Leinolat Group companies.

4. EMPLOYEE RELATIONS

Leinolat Group will respect human dignity and strive to provide an environment that encourages employees to realize their full potential. The company will not employ people against their will and will not use child labour. The company will also comply with the local employment laws and regulations. The company will give consideration to the health of its employees and will maintain a comfortable workplace that meets applicable safety standards.

5. BUSINESS PRACTICE

Within Leinolat Group there is an absolute prohibition on the giving and taking bribes.

6. CONFIDENTIALITY

Leinolat Group will not disclose the information that has been provided in confidence except as intended by the party who confined the information or, if we are requested pursuant to, or required by, applicable law or regulation or by legal process to disclose confidential information.

7. CUSTOMER AND PERSONAL DATA PROCESSING

Leinolat Group processes customer and personal data confidentially.

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8. RESPECT FOR HUMAN RIGHTS

Leinolat Group respects human rights.

9. COMMUNITY

Leinolat Group strives towards "Common sense" thinking in our community. This is based on the following social ingredients:

- Be respectful
- Be considerate
- Be collaborative
- Be pragmatic
- Support others in the community
- Get support from others in the community

10. ENVIRONMENT

Leinolat Group aims to reduce environmental harm and is responsible to comply with the applicable legislation. The company target is to reduce environmental carbon footprint by using resources more efficiently and minimizing emissions and waste.

11. APPLICABILITY

This Code of Conduct applies to all Leinolat Group companies.

February 13, 2025


 Keimo Kalliosaari
 CEO, Leinolat Group Oy

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