

REKA RUBBER CODE OF CONDUCT

1. GENERAL

Code of Conduct of Reka Rubber act as bases to business, environmental aspects, safety and health at work, issues of human rights and relationships with employees and interested parties. Based on international standards ISO14000, ISO 26000, ISO 45001

Most important task for Reka Rubber is to maintain and improve profitable business activities.

Reka Rubber is liable in all tasks which are in control of RR in area of activity of RR.

Main responsibility of RR Code of Conduct is Plant Director of Aura Factory. To responsibilities include update of RR CoC, introduce it for approval to RR Executive Team, training of RR CoC

2. LAW AND HUMAN REIGHTS

Reka Rubber carries on business with trustworthy and ethical manners and complies with legislations and regulations of every country where RR operates.

Reka Rubber respects and supports, within its own sphere of influence and within limits of legislation every operation country of Reka Rubber, principles written in **UN statement of human rights**. Principles are equality, civil and political rights and economic, social and educational rights.

Reka Rubber respects and support, within its own sphere of influence and within limits of legislation every operation country of Reka Rubber, fundamental rights of work-life determined by **ILO**, which includes freedom of association and recognition of collective right to negotiate, abrogation of every type of forced labor, forbidden use of children labor and elimination of discrimination in labor market.

Whistleblower channel has been opened to employees and interested parties. It can be reached via www.rekarubbr.com

Employees of RR are responsible to act according RR CoC

3. NO FOR CORRUPTION AND BRIBERY

As part of ethical principles RR takes an unambiguous rejecting opinion to corruption and bribery.

Reka Rubber or a person working for RR will not give or take such benefits which could affect to capability of make objective and incorruptible decisions or could be aimed at impact to decisions of authorities, customers or other partners.

Employees of Reka Rubber can never approve bribery in any form, and they shall avoid ending up to situations of collision of interests. Employees cannot take or give business gifts or business entertainment which have more that insignificant value or are more than normal business hospitality. Suitable representation practice is instructed in company travelling instruction.

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Sales director ensures the company meets commitments to business conduct and ethics

4. ENVIRONMENTAL POLICY

Management of RR and all employees are committed to act to achieve environmental aspects and targets which company has set.

To achieve its targets RR will:

- Be environmentally responsible in all its operations
- Comply with legislations and will be proactive to coming changes of legislation
- Continuously improve management and reporting of environmental issues
- Require such activities from its partners which will give support to Reka Rubber to gain its environmental targets.
- Train and give internal information to whole personnel to achieve responsibility in environmental issues.
- Using CO2 free energy when it is economically reasonable and possible to use
- Energy consumption is followed yearly and action to achieve energy efficiency has been launched. (LED lightning)
- Reuse or reasonable recycling of rubber waste has been established

5. RESPONSIBILITIES AS EMPLOYER

Reka Rubber stands on improvement and maintaining of equality in working community. Every individual is respected despite of gender, ideology, age or any other similar reason.

Reka Rubber commits to:

- Operate actively and target oriented in increase of equality in working community
- Make possible to be recruited, be train and move ahead on career regardless of gender or age
- Pay equal level salary for equal or equally valued work (equally valued means that when local factors have been taken in consideration key content of task is similar (difficulty, skills and education)
- take care that working environment and working conditions does not set limits to realization of equality
- Support co-ordination of work-life and family-life
- Take care of such working conditions that nobody will be indiscreetly treated

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6. HEALTH AND SAFETY

RR secure that the employees are provided with a healthy and safe working environment in accordance with internationally recognized standards (ISO45001:2018).

RR shall do its utmost to control hazards and take necessary precautionary measures against accidents and occupational diseases.

Risk evaluations are done in appropriate frequency. Whenever necessary employees are to be provided with, and instructed to use, appropriate personal protective equipment.

RR shall provide adequate and regular training to ensure that employees are adequately educated on health and safety issues.

RR shall secure that, where it provides accommodation, it shall be clean, safe and meet the basic needs of the employees, and, where appropriate, for their families.

RR has defined target to injuries (LTI3 and total amount of injuries) and follow up of sick leaves.

7. EMERGENCY PREPAREDNESS

RR has identified the risks of accidents in order to mitigate, limit and/or prevent the damage. Emergency plans are developed and implemented for each situation. All employees have knowledge about risks in their own operations and how to act in different types of crisis situations that may occur.

RR has fully operational firefighting equipment, fire exits, first aid material, emergency plans, alarm procedures and signs easily accessible in sufficient number throughout the facility.

RR has make sure that there are always employees trained in first aid, fire safety and crisis support present at the workplace. Response to various kinds of crises situations shall be trained regularly.

8. RESPONSIBILITY ON SUPPLY CHAIN

RR requires from its supplier's commitment to RR supplier code of conduct.

This is controlled by send RR supplier code of conduct for approval to all major supplier in regular basis.

9. REKA RUBBER CODE OF CONDUCT – SECURING THE COMPLY WITH INSTRUCTION

The meaning of Reka Rubber Code of Conduct –instruction will be gone through by means of internal communication and training. Reka Rubber requires that both management and employee will adopt these principles and acts according them. Furthermore, Reka Rubber will hold the debate with interested parties about ethical principles.

Employees of Reka Rubber will be encouraged to bring up questions concerning instructions and inform closest superior concerning possible problems in complying with instruction whenever it is possible.

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Reka Rubber is aiming within its own sphere of influence to secure, that also partners and suppliers will comply with ethical principles of Reka Rubber. This is fundamental to establishment and maintain of business relationships.

"Reka Rubber Code of Conduct" has been updated and confirmed in executive team meeting of Reka Rubber 22.03.2023.

Aura 2023-03-22

Tero Manner

CEO

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