

Reka Rubber Code of Conduct

1. General

Code of Conduct of Reka Rubber (hereinafter “RR” or the “Company”) 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 RR is to maintain and improve profitable business activities.

RR is liable in all tasks which are in control of RR in area of activity of the company.

The ESG Director has the main responsibility of the RR Code of Conduct. The responsibilities include updating the RR Code of Conduct, introduce it for approval to RR Executive Team and training of RR Code of Conduct.

2. Law and Human rights

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

RR respects and supports, within its own sphere of influence and within limits of legislation every operation country of RR, principles written in United Nations statement of human rights. Principles include equality, civil and political rights and economic, social and educational rights.

RR respects and support, within its own sphere of influence and within limits of legislation every operation country of RR, fundamental rights of work-life determined by International Labour Organization (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.

RR has a whistleblower/notification channel for all countries, provided by an external operator, where anyone can report anonymously when they notice problems or suspect abuse. The notification channel can be reached via: <https://reka.ilmoituskanava.fi/#/> , the link to which can also be found on RR’s website <https://www.rekarubber.com/whistleblowing-channel/>

Employees of RR are responsible to act according RR Code of Conduct.

3. Zero tolerance for corruption and bribery

RR does not accept corruption or bribery in any form. The company has zero tolerance for corruption and bribery. This applies to all countries, activities, and roles. Violation of the company's values will result in the immediate termination of the employment relationship or the termination of the partnership.

RR 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 RR 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.

The Company's CEO ensures that the company meets commitments to business conduct and ethics.

4. Environment

Management of RR and all its' employees are committed to act to achieve environmental aspects and targets which company has set. The company has committed to United Nations Sustainable Development Goals and has set targets in support of the goals. The document can be found on Company's website, www.rekarubber.com/sustainability

To achieve its targets RR will:

- a. Be environmentally responsible in all its operations
- b. Comply with legislations and be proactive to coming changes of legislation
- c. Continuously improve management and reporting of environmental issues
- d. Require such activities from its partners which will support to RR to gain its environmental targets.
- e. Train and give internal information to all personnel to achieve responsibility in environmental issues.

5. Responsibilities as Employer

RR takes care of the working conditions of their personnel and the rights of their employees, as well as respect for human rights. Every individual is respected despite of gender, ideology, age or any other similar reason. RR requires similar values and measures from its partners. The values of our of partners are monitored through audits, supplier self-assessments and third-party certificates. Our customers and partners also audit our production and operations.

RR commits to:

- a. Operate actively and target oriented to increase equality in working community
- b. Enable recruitment, training and career advancement regardless of gender or age
- c. Equal pay for equal work or equally valued work (equally valued means that when local factors have been taken in consideration, the core content of job is similar: difficulty, skills and

education)

- d. Ensure that working environment and working conditions do not set limits to realization of equality
- e. Support co-ordination of work-life and family-life
- f. Ensure that working conditions that no one is treated indiscreetly

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. Employees and visitors are provided with personal protective equipment and are obligated to use in RR production plants.

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 (LTIF 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 suppliers commitment to RR supplier code of conduct.

This is monitored by sending the RR Supplier Code Of Conduct to all major supplier for approval and by auditing them on regular basis.

9. Ensuring compliance with guidelines

The importance of RR Code of Conduct guidelines are discussed through internal communication and training. RR requires that both management and employees adopt these principles and act according to them. Each employee is trained at the beginning of employment and regularly afterwards. Furthermore, RR will communicate with interested parties about the ethical principles.

RR employees are encouraged to raise issues regarding the Code of Conduct and inform their immediate supervisors of any problems in complying the guidelines whenever possible.

RR is aiming within its own sphere of influence to ensure, that also partners and suppliers will comply with ethical principles of RR. This is fundamental to establish and maintain business relationships.

RR Code of Conduct has been updated and confirmed in executive team meeting of RR 10.11.2023.

Aura 10.11.2023

Tero Manner
CEO