

The top portion of the image shows a server room with blue ambient lighting. A white rectangular sign with the 'ESYS' logo in blue is mounted on a metal mesh fence. The logo consists of the letters 'E', 'S', 'Y', and 'S' in a stylized, bold, sans-serif font.

ESYS

CODE OF CONDUCT



Ethical principles / Code of Conduct

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1. PROLOGUE

1.1. Greetings from the CEO

Dear employees, customers, and suppliers,



At Esys, we value each customer's wishes and goals and take pride in fulfilling them. The customer experience has always been and will always remain at the core of our operations, supported by our professional employees who are committed to doing their best for our customers.

From the very beginning, we have been guided by the same core principles: keeping our promises, always being on time, valuing our customers, maintaining a strong financial foundation, and creating a great workplace. These principles have shaped our operations and helped us build long-term relationships with our customers, employees, and suppliers.

We want to create an environment where everyone feels valued and where we act with honesty, reliability, and efficiency. These ethical principles help establish a shared understanding of how we operate in the workplace, collaborate with suppliers, and interact with customers.

We have long operated reliably without written documentation of our ethical principles, but as the number of employees and customers grows, we now want to share them in written form. These principles are not just rules or guidelines but a promise that our actions are based on honesty, responsibility, and mutual trust.

Looking forward to a successful cooperation,

Pasi Mäkinen
CEO

2. OPERATING INSTRUCTIONS

2.1. Instructions to everyone

At Esys, we follow Finnish law and these ethical principles. If you notice anything in Esys' operations that goes against the law or our principles—such as deficiencies in occupational safety, misconduct, or workplace bullying—we encourage you to use our Whistleblowing channel (<https://tunnit.esys.fi/ilmoitus.php> (fi)) or report it directly to management.

Esys is a bullying- and discrimination-free zone. Do your part to help maintain this. We also encourage employees to communicate openly and be proactive when working together or interacting with customers.

3. BUSINESS OPERATIONS

3.1. Compliance with Laws and International Agreements

Esys is committed to complying with all applicable laws, agreements, and regulations.

This includes, among others:

- Finnish law
- Human rights and labour laws
- Laws related to forced labour
- Laws concerning child labour
- Laws on equality and non-discrimination
- Laws on employees' freedom of association
- Laws regarding working hours and conditions

3.2. Good Business Practices

Esys does not accept or offer bribes in order to maintain a fair and competitive environment. Bribes are, at worst, harmful to the company's development and undermine fair competition. We support free markets and therefore do not engage in price-fixing or customer allocation agreements with competitors.

3.3. Child Labour

We do not exploit child labour as defined by the International Labour Organization (ILO); we employ 15 to 18-year-olds only on a temporary or part-time basis, ensuring that it does not interfere with their education. 13 to 15-year-olds are introduced to the workforce through school-based work experience, which consists of light duties and generally lasts no longer than two weeks. We do not employ anyone under the age of 13.

We find it important to offer trainee and summer jobs for young people. Although we hire young adults, we encourage them to complete university, university of applied sciences, or vocational qualification.

3.4. Trade Secrets and Data Privacy

Esys only collects information about its customers, suppliers, or employees that is necessary for effective business operations and compliant with local and international laws and principles. Information is collected only from the parties concerned or from official sources maintained by authorities.

Esys does not share unnecessary information about its customers, suppliers, or employees. Information is disclosed only with the consent of the relevant party.

We safeguard trade secrets and personal data appropriately. Access to this information is restricted to those who need it for their work.

3.5. Products and Services

We ensure the quality of all our products through strict monitoring and adhere to the ISO 9001 standard. We manufacture electrical equipment in accordance with the required standards: CE marked for Europe, compliant with UL standards for the North American market, and according to local requirements for other parts of the world.

We aim to be the most profitable option for our customers, which is why we prioritise high-quality electrical cabinet manufacturing and skilled automation engineers.

3.6. Suppliers and Customers

Esys has strict ethical principles, which is why we require suppliers and customers to adhere to these ethical principles only when relevant. As an absolute minimum, we expect them to comply with the laws and agreements that apply to them.

4. OUR EMPLOYEES

4.1. Working Conditions, Compensation, and Working Hours

Esys complies with all labour laws applicable to our employees. We adhere to the collective agreements for the electrical and electrical installation sector, as well as the collective agreement for technical staff in the building services sector.

In addition to the minimum requirements set by law, we aim to ensure that our employees are satisfied with their work environment.

4.2. Health and Safety at Work

Esys provides all permanent employees with first aid, occupational safety, and electrical safety training, as well as fire safety training for installers and any other training required by law. Additionally, we organise extra training for our employees to ensure their skills are at the top of their field.

Each employee is provided with occupational health services and comprehensive insurance.

4.3. Substance Abuse Policy

Esys has a substance abuse policy aimed at preventing the use of substances. Esys has strictly mandated that employees must not be under the influence or hungover during working hours or while representing Esys. The only exceptions are pre-Christmas parties and other official events, where the consumption of alcohol is the maximum allowed.

Esys has a strict no-smoking policy inside, such as in offices and production halls. In customer premises, we follow their guidelines.

4.4. Reporting Channels

We encourage our employees, suppliers, and customers to contact Esys management or use our anonymous Whistleblowing channel (<https://tunnit.esys.fi/ilmoitus.php> (fi)) if they notice any issues or misconduct. We take all reports seriously and will not cause anyone difficulties, even if they report issues personally.

5. RESPONSIBILITY

5.1. Environment

Esys aims to do its part in slowing down global warming and creating a sustainable world. Esys is committed to reducing carbon dioxide emissions by 42% by 2030, starting from 2023. This target has been approved by the Science Based Targets initiative.

5.2. Finance

Esys ensures that its business is profitable and prepares for crises in various ways. We measure figures related to our operations, such as sales, costs, and margins, which help us assess the risks and profitability of our activities.

We aim to operate with an efficient organization and low bureaucracy, which is why Esys is highly cost-effective. We empower our employees to lead their own work, as they know their jobs best.

5.3. People

One of Esys' principles is to be a great place to work, which means we want to take care of our employees. We provide our employees with occupational health care and insurance.

We maintain a positive work environment through family sports days and pre-Christmas parties. While we have successfully avoided workplace bullying and discrimination, we have also established a protocol for potential situations. We support our employees' well-being by offering sports and cultural vouchers.

In addition to supporting our employees' hobbies, we sponsor local youth activities through various sponsorship agreements. We also sponsor the student organization Liro and the ice hockey team Pelicans.