



SUPPLIER CODE OF CONDUCT

22 December 2025

The operations of the Kaukokiito chain are based on responsible and ethical business practices, which are described in Kaukokiito's Employee Code of Conduct as well as in this Supplier Code of Conduct. We require all our suppliers, service providers and partners to commit to these principles and to follow them in all their activities. The guidelines apply to the entire Kaukokiito chain and the companies that own the chain: Kuljetusliike Y. Auramaa Oy, Kuljetusliike Kantola & Koramo Oy, Kuljetusliike Ilmari Lehtonen Oy and Kuljetusliike Taipale Oy.

SUPPLIER

A supplier is a company or entrepreneur who acts as a partner or subcontractor of the Kaukokiito chain or its owners in any logistics function. The supplier ensures that its personnel also comply with these ethical guidelines.

LEGISLATION

Suppliers must be familiar with all local and international laws, regulations and practices applicable to their company's operations and must comply with all laws relevant to their business.

ETHICAL BUSINESS CONDUCT

Kaukokiito is committed to the continuous improvement of business practices through ethical and honest means. The ISO 9001 and ISO 14001 certificates ensure the quality of our operations. We conduct our business responsibly and ethically, respecting the environment and society, and we require the same from our suppliers and partners:

Bribery, corruption and extortion

Direct or indirect bribery or extortion in any form is prohibited, and all anti-corruption laws must be followed. Any improper offers, payments, services or gifts, or other benefits to customers, suppliers, authorities or employees of the Kaukokiito chain are forbidden if they are intended to influence the recipient's actions or decision-making. Money laundering is not permitted. Suppliers must retain their accounting records as required by law.

Data protection, information security and confidentiality

Suppliers commit to keeping confidential all information regarding Kaukokiito, its owners, partners, customers and employees. Data processing must comply with the Finnish Data Protection Act and GDPR, and the supplier must ensure that its own employees act accordingly.

Competition law

Suppliers must comply with competition and cartel laws and regulations. They must refrain from anti-competitive practices, such as price-fixing, bid-rigging or market sharing.

Conflicts of interest

Suppliers must immediately disclose any potential conflicts of interest they may have while working with the Kaukokiito chain. Such conflicts include, for example, family relationships, marriage, partnerships, participating in or investing in the activities of business partners or competitors, if this may compromise the ability to carry out tasks objectively or independently.

Trade regulations

Suppliers must comply with all applicable export control, sanctions and customs laws and regulations, including export bans and restrictions. Suppliers must ensure that neither they themselves, their beneficiaries, representatives nor subcontractors appear on any prohibited sanctions lists.



HUMAN RIGHTS AND LABOUR RIGHTS

Suppliers must respect internationally recognized human rights, including those defined in international human rights law, the UN Guiding Principles on Business and Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work.

Child labour

Suppliers must not use child labour (under 15 years) or support any activity in which children are exploited. Laws and regulations regarding internships and orientation must be followed. Young workers (under 18) must not work night shifts or perform tasks that may endanger their health or physical, mental, social, spiritual or moral development.

Forced labour

All forms of forced labour or illegal labour, including human trafficking, labour exploitation and debt-bonded labour, are prohibited.

Wages and working hours

All employees must be informed of employment terms, rights and obligations in a language they understand.

Suppliers must comply with all laws and labour regulations related to driving and rest times, working hours, free time, overtime, breaks and paid annual leave. The supplier complies with laws and regulations regarding remuneration and valid collective agreements.

All employees must be paid at least the statutory minimum wage regularly.

Freedom of association and collective bargaining

Employees have the right to organize and to join or not join a union of their choice. Suppliers recognize employees' right to appoint shop stewards and to conduct collective bargaining as required by law, without fear of harassment, threats, sanctions or other negative consequences.

Harassment and disrespectful treatment

Suppliers must ensure that no form of physical or mental harassment or abuse is tolerated in the workplace—whether verbal, non-verbal or otherwise.

Harassment includes disrespectful or inhumane treatment, coercion, sexual harassment, confinement, and threats related to these. Warnings or sanctions must not be issued publicly.

Non-discrimination

Suppliers must promote an inclusive working environment that values diversity. Suppliers must commit to equality and must not discriminate or tolerate discrimination or bullying based on gender, age, ethnicity, national origin, race, skin colour, religion, disability, identity, sexual orientation or any other legally protected characteristic.

OCCUPATIONAL HEALTH AND SAFETY

"Healthy to work – healthy back home" is one of our core principles. The Kaukokiito chain provides employees with a safe and healthy workplace in compliance with all applicable laws and regulations, offers training and instruction that support safety, and provides safe tools and equipment. Everyone working at shared work sites is encouraged to report safety observations, all of which are processed appropriately. Fire safety is maintained at a high level, fire extinguishers are clearly marked and emergency exits kept clear. Kaukokiito regularly organizes fire and evacuation drills, in which supplier employees participate when present.

Suppliers must also ensure a safe working environment for their employees and prevent accidents and injuries by complying with occupational safety laws.

ZERO TOLERANCE FOR ALCOHOL AND DRUGS

Employees of Kaukokiito and its suppliers are expected to work completely sober. This applies to all substances classified as intoxicants, which must be at a concentration of 0.00 units.

Random alcohol and drug tests may be conducted for Kaukokiito's own or supplier employees, under the conditions permitted by law.

CONTINUOUS IMPROVEMENT

We encourage suppliers to actively propose good ideas that may help improve social, economic or environmental matters.



ENVIRONMENT

The Kaukokiito chain is committed to reducing environmental impacts and setting science-based climate targets (Science Based Targets initiative), covering not only emissions from our own operations but also those in our value chain. Kaukokiito is committed to fully fossil-free transport by 2040, including subcontracted transport. Suppliers play a key role in achieving this target.

Suppliers must comply with applicable environmental laws, regulations and internationally approved standards. All required environmental permits and registrations must be valid at all times.

Suppliers must monitor and manage environmental risks, emissions, pollution and waste (to air, soil and water), minimize their quantity and handle them appropriately. Suppliers must also ensure proper handling, storage and transportation of hazardous materials, and aim to reduce energy and water consumption while preventing potential environmental damage. Kaukokiito encourages suppliers to assess the climate impact of their operations, develop environmental management systems and promote greenhouse gas reductions.

RESPECT AND DUTY OF CARE

All suppliers must act sincerely and respectfully towards Kaukokiito employees. When representing Kaukokiito, suppliers must act carefully because they are associated with the Kaukokiito brand. Tools or property entrusted to suppliers must be handled with care as if they were their own. Any use of property or brand for purposes other than the original intent is considered misuse.

BUSINESS CONTINUITY PLANNING

Kaukokiito has risk-based continuity plans in place for potential disruptions affecting chain operations, aimed at protecting customers, employees, business, partners and the environment from the effects of serious incidents. Suppliers must also be prepared for exceptional situations (e.g., natural disasters, supply chain disruptions, terrorism, infectious diseases such

as epidemics or pandemics, information security issues, cyberattacks).

COMPLIANCE WITH THE CODE OF CONDUCT

Kaukokiito may verify that suppliers comply with these requirements. Verification may be done through self-assessments or audits conducted by Kaukokiito or a third party. This guidance is part of the cooperation agreement, and compliance is a prerequisite for collaboration. Any violations identified during audits must be corrected to maintain cooperation.

Suppliers must provide all information needed for calculating the carbon footprint of the Kaukokiito chain upon request.

WHISTLEBLOWING CHANNEL

If a supplier, its employee, subcontractor or partner detects unlawful or policy-violating behaviour, they must report it. Reports can be submitted via the Whistleblowing channel, the link to which is available on the websites of Kaukokiito and the owner-operators. All reports are handled confidentially.

CONFIRMATION

We confirm that we have received the Kaukokiito chain Supplier Code of Conduct and will comply with it in all our activities with Kaukokiito and/or the owner-operators of the chain.

This Supplier Code of Conduct is confirmed annually with the supplier's signature (authorized signatory).

Location _____

Date _____

Company _____

Name _____

Signature _____