



# CODE OF CONDUCT FOR SUPPLIERS OF METSÄ GROUP

---

Metsä Group is one of the largest forest industry groups in the world. Its five business areas include wood supply, wood products, pulp, board and tissue and cooking paper. Metsä Group consists of Metsäliitto Cooperative, its two businesses Metsä Forest and Metsä Wood and Cooperative's subsidiaries and associated companies Metsä Tissue, Metsä Board and Metsä Fibre.

Metsä Group is committed to sustainability, high standards of business ethics and integrity as reflected in Metsä Group Sustainability Principles and Code of Conduct. Metsä Group expects all of its suppliers to commit to sustainability and to adhere to similar good working standards and business ethics. The supplier is expected to comply with the requirements set out in this Metsä Group's Supplier Code of Conduct. In addition, Metsä Group and the supplier may agree on further standards in supply agreements.

## Laws and regulations

The supplier is obliged to comply with the applicable laws and regulations of those countries where it conducts business.

## Corruption and bribery

Every form of corruption or bribery is forbidden. No employee may offer, give or receive any gift or payment which is, or may be construed as being, a bribe. Any demand for, or offer of, a bribe must be rejected immediately and reported to management.

## Forced labour

Forced labour of any form is forbidden. This shall also include modern slavery, human trafficking and bonded labour.

## Child labour

Child labour of any form is forbidden.

## Harassment

The personal dignity, privacy and personal rights of every individual have to be respected. Employees shall not be subject to corporal punishment or to physical, sexual, psychological or verbal harassment or abuse.

## Compensation

Wages, including overtime and benefits, in the suppliers companies shall equal or exceed the level required by applicable laws and regulations.

## Hours of work

Suppliers shall comply with applicable laws and industry standards on working hours.

## Non-discrimination

All employees of the supplier, regardless of the race, nationality, social background, possible disability, sexual orientation, political or religious conviction as well as their gender or age, shall be treated strictly according to their abilities and qualifications in any employment decision, including but not limited to hiring, advancement, compensation, benefits, training, layoffs and termination.

## Health and safety

The supplier is obliged to provide a safe and healthy working environment to prevent accidents and injury and, when applicable, provide safe and healthy residential facilities, with applicable local law as a minimum. A job safety management system according to OHSAS 18001 or any equal system has to be implemented.

## Freedom of Association and Collective bargaining

The supplier is obliged to respect the legal right of employees to freedom of association and collective bargaining.

## Environment

The supplier will comply with environmental regulations and standards applicable to their operations, and will observe environmentally conscious practices in all locations where they operate. Environmental burden shall be minimized and performance also in respect of environmental matters shall be improved continuously. An environmental management system according to ISO 14001 or similar practice has to be implemented.

## Product Safety

All products and services must meet the quality and safety criteria specified in relevant contract elements and meet all legislative requirements. The supplier must manage the hygiene and product safety risks throughout the entire supply chain. Supplier must use raw materials of known origin and ensure the traceability of raw materials and finished products. Supplier must ensure that delivered products, if used as intended, are safe for people and the environment.

## Supply Chain

The supplier shall ensure that all its sub-suppliers recognize and respect the requirements of this Code of Conduct or the supplier's own equivalent code of conduct.

## Business Continuity Planning

The supplier shall implement a business continuity plan in order to mitigate exposures to terrorism, crime, business threats, pandemics, natural disasters and related major accident exposures.

Metsä Group conducts systematic supplier audits to ensure the compliance of this code of conduct.

---

**Make the most of Metsä**

