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JATKE GROUP – ETHICAL GUIDELINES

1. INTRODUCTION

These ethical guidelines describe the way the Jatke Group operates – both in accordance with mandatory laws, regulations and official regulations as well as in accordance with the operating principles we have set for ourselves.

The obligation to comply with these ethical guidelines applies to all Jatke Group companies, their board members, management and employees, regardless of their position. We also require compliance with these ethical guidelines from all our partners.

2. THE KEY PRINCIPLES OF JATKE’S BUSINESS

MISSION: The best in building.

VISION: To become known as one of the best Finnish construction companies in the 2020s.

At Jatke we value the following things:

- We are a company with a great work environment;
- Our employees make independent decisions and assume responsibilities;
- We always deliver on our agreements;
- At Jatke, quality means that the client receives the finished product on schedule

3. COMPLIANCE WITH LAWS AND OFFICIAL REGULATIONS

We comply with all applicable legislation and official regulations in force in all our operations. We also require compliance with laws and official regulations from all our employees and partners.

We do not accept practices that do not conform to current legislation in force or good practises.

On our worksites we only use subcontractors who meet the requirements of the Act on the Contractor’s Obligations and Liability.

4. MANAGEMENT

Our goal is to offer the best employee experience in the industry to all of our employees.

Our management is based on trust, honesty and transparency.

A supervisor working at Jatke has time for their subordinates, treats employees equally and fairly and delivers the agreements agreed together.

We address any issues we notice in our offices, on our worksites and in the operations of our contractual partners.

5. WE OPERATE RESPONSIBLY AND PROFESSIONALLY

Responsibility and sustainability are key parts of Jatke's strategy, and we strive to operate responsibly in all our business activities.

We follow best practises in construction and contracting. We do our work professionally complying with legislation and the contracts we have signed, as well as safety, environmental and quality requirements. We also require this from all our partners.

We aim to contribute to the fight against the grey economy and financial crimes. We are committed to responsible procurement, and we also require responsible operations from our partners. With the help of Jatke's joint supplier register, we ensure that our partners commit to following responsible operating principles.

We report on our ESG work annually on our Annual Review and ESG Report.

At Jatke the work done for responsibility is based on the principle of continuous improvement. We constantly strive to develop our practices and processes in connection with the responsibility matters.

As a part of responsible business practices, we take care of the environment and strive for sustainable and energy-efficient solutions when building and we minimise the environmental impact of our operations throughout the building's entire lifecycle. We pay special attention to material efficiency by reducing the amount of waste, minimizing construction material loss, and by sorting and recycling waste.

We operate in accordance with the environmental legislation, permit conditions and other official regulations, and we require the same also from all of our subcontractors and suppliers.

6. COMMUNICATION

The key principles of internal and external communication of Jatke are reliability, timeliness and transparency.

All employees of the Jatke Group are required to follow the social media guidelines of Jatke Group.

7. WE RESPECT HUMAN RIGHTS AND UPHOLD EQUALITY

We treat all people equally and with respect, regardless of age, origin, nationality, language, religion, belief, opinion, political activity, trade union activity, family relations, health status, physical limitations or sexual orientation. We treat everyone equally and we do not tolerate any form of discrimination. We are committed to respecting the human rights in all our activities and promoting the fulfilment of the human rights.¹

We treat all of our subcontractors fairly and equally.

8. WE DO NOT TOLERATE BRIBERY OR CORRUPTION

We do not tolerate any form of bribery, extortion or corruption. We also require absolute anti-corruption from our subcontractors.

All employees of Jatke Group are obliged to comply with the common representing regulation of Jatke Group.

¹ Respect for human rights and equal treatment of people are based on the Universal Declaration of Human Rights by the United Nations and the fundamental conventions on labor rights by the International Labour Organization (ILO).

9. WE TAKE CARE OF SAFETY

We ensure a safe working environment for everyone at Jatke's offices and construction sites. We always comply with occupational safety legislation and the occupational safety instructions we receive at our sites. We immediately report on the risks and occupational safety deficiencies we observe.

10. WE TAKE CARE OF THE INFORMATION SECURITY AND PROTECTION OF PERSONAL DATA

We ensure confidential handling of personal data and keep all the confidential information of Jatke and our clients secure.

We comply with Jatke's information security and data protection guidelines and process personal data or other confidential information with care.

We use and develop only ethically acceptable artificial intelligence solutions.

11. WE SUPPORT OPEN AND UNDISTORTED COMPETITION

We support fair and open competition, and we comply with the competition legislation in all our operations. We do not discuss prices, costs or other measures that restrict open competition with our competitors.

We also require our subcontractors to commit to promoting fair competition in the market.

12. COMPLYING WITH THE ETHICAL GUIDELINES AND REPORTING MISCONDUCT

The personnel of each company of Jatke Group and all members of its governing bodies are regardless of their position responsible for complying with these ethical guidelines, the related operating principles, and the policies in force in the company (e.g. procurement policy, IT policy, remote work policy, representing regulation, etc.).

Every Jatke Group's employee must immediately report to their supervisor if they suspect a violation of these ethical guidelines and related practices. Suspected violations can also be reported confidentially through the Jatke Group's reporting channel either by name or anonymously. We ensure that employees who report suspected violations in a good faith, will not face any reprisal or other unfavourable consequences as a result of their report.

Actions contrary to these ethical guidelines must be stopped immediately, and failure to comply with these ethical guidelines will result in disciplinary action, which in the most serious cases may involve dismissal. If non-compliance of these ethical guidelines involves illegal activities, the matter can be reported to the relevant authorities.