



CODE OF CONDUCT – PYROLL PAKKAUKSET GROUP OY

Pyroll Pakkaukset Group Oy is committed to operating responsibly.

Environment

- We respect the environment and comply with the environmental and other legislation.
- We aim to develop our operations so that all available resources are utilised as effectively as possible, and that any environmental impact is minimised.
- We conduct our waste management according to the local policies and laws.

Business ethics

- We comply with all generally applicable laws, rules, and regulations.
- Any information relating to trading activities between Pyroll and its business partners are confidential and may not be disclosed to third parties.
- Bribery and corruption will not be tolerated.

Working conditions and social treatment

- We respect the values defined in the Universal Declaration of Human Rights.
- We treat all employees fairly and equally, without discrimination.
- Our employees may join Trade Unions and participate in their activities.
- We, for our part, adhere to applicable laws and collective agreements regarding our workers.
- We do not use child labour, forced labour or debt bondage labour.

Safety at work

- Our employees work in safe conditions.
- We comply with the Act on Labour Protection and seek to prevent industrial accidents.

In Tuusula, Finland, 12th of May 2025

A handwritten signature in blue ink, appearing to read "Marko Penttinen".

Marko Penttinen
CEO
Pyroll Pakkaukset Group Oy