

Code of Conduct / Kiantama Oy

This Code of Conduct is based on Kiantama's own targets and operating principles, customers' requests, ISO 26000 guidance on social responsibility, UN Global Compact initiative and Sedex's responsibility standard "SMETA 4 pillars".

Scope

In addition to Kiantama's own personnel, also the board of Kiantama has to commit to this Code of Conduct. A separate Supplier Code of Conduct is made for subcontractors and suppliers, who need to commit to it before commencing any co-operation.

Enforcement and follow-up

Implementation of this Code of Conduct in the whole supply chain is important for Kiantama. The enforcement is followed by internal and external audits. As core values, we respect the human rights and fairness.

PRINCIPLES

1) Legal compliance

We are a reliable partner for all stakeholders. We follow those national and international legislations and statutes which concern our activities. Concerning wild berry picking abroad, we follow the laws and statutes which are valid there.

2) Respection of human rights and promoting of equality

- All kind of oppression, threats and disturbance is not accepted in any form concerning ex. age, gender, nationality or race.
- Child labour is not accepted. Employees are over 18 years (young employees are employed only according to the current legislation concerning safety and working hours, and every hire is reviewed case by case).
- Forced labour and disciplinary measures are strictly forbidden.
- Our employees have a freedom of association and a right to have a contract of employment.
- Our employees are paid at least the minimum wages according the requirements of law and collective agreements.
- Working hours follow the requirements of national legislation.

3) Workplace is safe and healthy

Kiantama cares for its employees by offering a safe working environment and educating them in quality-, environmental-, occupational health- and safety issues among other things. Possibilities for education and progress are offered. Use of drugs and narcotics are forbidden at the workplace. It is forbidden to smoke or take snuff at the whole factory area of Kiantama.

4) Products are safe

The production is directed by BRC Food safety standard, which includes the HACCP principles. It is actively updated and developed. Reliable and up to date information about the products is offered for consumers and industrial customers.

5) Foreign period workers are treated according the good practices of the business

- Kiantama is committed to the “Letter of Intent on policies related to wild-produce picking by citizens of countries subject to and exempted from visa requirements” by the Ministry of Economic Affairs and Employment of Finland and the Ministry for Foreign Affairs of Finland (agreement is updated annually).
- The pickers get decent and safe accommodation conditions, sufficient working tools and precise training.
- The goal is that every picker earns at least average 30 € net a day during the picking season.
- Foreign pickers are recommended not to work more than 6 days a week and 10 hours a day during the season.

6) Business ethics

Fair business activities and fair competition are basic principles in making business decisions. Corruption or bribery is not accepted in any form. We can give or accept only gifts of low economic value (for example a meal, product gift or equivalent).

7) Protection of environment

Environment is protected among other things by preventing of waste formation, proper sorting of waste and investing to energy and raw material saving choices in all operations. Environmentally friendly products and services are favored in our sourcing. The personnel is being educated in environmental issues. Kiantama has a separate environmental policy.

Commitment to the principles mentioned above:

Name, Signature

Date and place