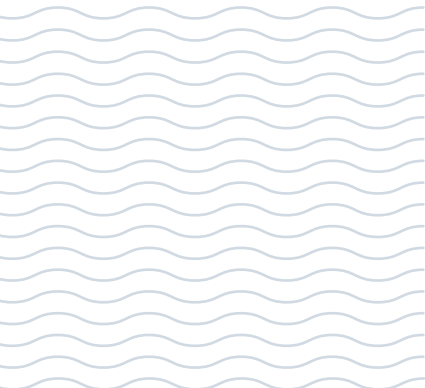




SUOMINEN SUPPLIER CODE OF CONDUCT

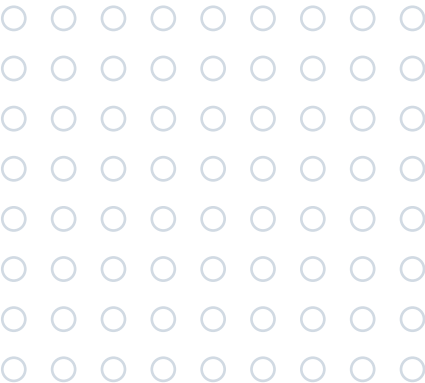


SUPPLIER CODE OF CONDUCT



Suominen's mission is to enable our customers to win by creating quality nonwovens and our vision is to be the frontrunner for nonwovens innovation and sustainability. The following values guide our pursuit in achieving these strategic objectives:

- **Ownership**
- **Teamwork**
- **Performance**
- **Integrity**



We select our business partners carefully and collaborate only with those who conduct business ethically and responsibly and share our values. We expect our suppliers and business partners that act on our behalf to understand and comply with all applicable laws and regulations and to apply the same social, legal, and ethical standards as Suominen.

The purpose of this Supplier Code of Conduct ("Supplier Code") is to explain Suominen's expectations for doing business responsibly and ethically and to set the standards for conducting business with Suominen.

Suominen requires that all its suppliers comply with this Supplier Code. For the purposes of this Supplier Code, "Supplier" means any company, corporation or other entity that sells or seeks to sell goods or services to Suominen, including Supplier's officers, directors, employees, agents, and subcontractors ("Representatives").

The Supplier shall ensure that its Representatives recognize and respect the requirements of this Supplier Code. The Supplier is expected to continuously monitor its compliance with the requirements of this Supplier Code.



COMPLIANCE
WITH LAWS AND
REGULATIONS

The Supplier must be aware of and comply with all applicable laws and regulations in the countries where it operates. In case of conflict between mandatory law and the principles set out in this Supplier Code, the law shall prevail.



RESPECT FOR
HUMAN AND
LABOR RIGHTS

The Supplier must respect internationally proclaimed human rights such as those described in the United Nations (UN) Guiding Principles on Business and Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

Prohibition of child labor

The Supplier must not use or support the use of child labor. The Supplier shall always comply with the minimum age requirements as set out in local laws or the ILO Minimum Age Convention (No. 138), whichever is higher. The Supplier shall ensure that young employees are not assigned work that threatens their health, safety, or development.

Prohibition of forced labor

The Supplier must not use or support the use of any form of forced labor, including modern slavery, human trafficking, and bonded labor. All employees shall have the right to terminate their employment in accordance with local laws. Supplier's employees shall not be required to lodge deposits of money or their identity papers with their employer.

Wages and working hours

The Supplier must comply with all applicable laws and regulations with respect to wages and working hours, including overtime, benefits, and other forms of compensation. The Supplier shall provide wages and benefits that meet or exceed local legal standards.

Freedom of association and collective bargaining

The Supplier must respect its employees' right to freedom of association and right to collective bargaining and must comply with collective bargaining agreements.

Equal treatment, non-discrimination and anti-harassment

The Supplier shall offer its employees a fair and respectful workplace free of harassment and discrimination.

The Supplier must not

- engage in any discriminatory practices or tolerate any form of discrimination, including discrimination due to age, gender, religion, ethnic or national origin, sexual orientation, political opinion, disability, or any other characteristic protected under applicable law
- tolerate any form of harassment, bullying, or any other inappropriate behavior that can be considered offensive, intimidating, or insulting, whether physical or verbal.



HEALTH
AND
SAFETY

The Supplier must

- comply with all applicable health and safety laws, regulations, and standards
- provide a safe and healthy working environment for all its employees, contractors, and anyone else working for the Supplier or visiting the Supplier's premises.

At Suominen our target is zero lost-time accidents. We expect our Suppliers to share this target and to continuously take actions to improve the health, safety, and well-being of their employees.



ENVIRONMENT

The Supplier must

- comply with all applicable environmental laws, regulations, and standards
- ensure that its raw materials are sourced responsibly and in compliance with local laws and regulations.

We expect our Suppliers to share our commitment to protect the environment and to take actions to continuously

- reduce the environmental impact caused by their operations
- improve the efficient utilization of natural resources.



RESPONSIBLE
BUSINESS
PRACTICES

Suominen conducts its business in a responsible, ethical, and transparent manner in compliance with all applicable laws and regulations, and we expect the same from our Suppliers and other business partners.

Quality and product safety

We expect our Suppliers to be committed to high quality in their operations and to delivering quality products and services. All products must be safe for their intended use and comply with applicable legal and contractual safety requirements.

Fair competition

The Supplier must compete fairly and comply with all applicable competition and antitrust laws. The Supplier shall not enter into any agreements or engage in any discussions that could be considered to distort competition, or otherwise engage in any anti-competitive or unfair trade practices.

Anti-corruption

Corruption or bribery in any form is strictly prohibited. The Supplier must not offer, give, solicit, or accept any improper or corrupt payments or benefits in return for a favorable decision or improper business advantage.

Gifts and entertainment may only be offered and accepted, where they are consistent with applicable laws and customary business practices, reasonable in value, appropriate to the nature of the business relationship, and related to a legitimate business purpose.

Anti-money laundering and tax evasion

The Supplier must

- comply with all applicable anti-money laundering and counterterrorism financing laws
- accept funds only from legitimate sources
- ensure that taxes and similar charges are duly reported and paid in accordance with applicable laws and regulations.

Trade compliance

The Supplier must comply with all applicable customs and trade compliance laws and regulations, such as import and export regulations, export controls, embargoes, and economic sanctions.

Protection of Suominen's information and intellectual property

The Supplier must

- respect and protect Suominen's and third parties' intellectual property
- take appropriate measures to safeguard Suominen's confidential information and other intellectual property
- respect the confidentiality of any personal information it may process and manage any such information in compliance with applicable laws and regulations.

The Supplier shall not make any announcements or other public disclosures on Suominen's behalf or concerning Suominen without prior approval.



COMPLIANCE
AND
FOLLOW-UP

The Supplier is expected to continuously monitor its compliance with the requirements of this Supplier Code and to maintain accurate and up-to-date documentation to demonstrate its compliance.

Suominen may request the Supplier to verify its compliance with this Supplier Code through a self-assessment questionnaire, third-party assessment, and/or on-site audit. The Supplier shall reasonably cooperate with any such requests and audits.

In case Suominen finds that the Supplier is in breach of this Supplier Code, the Supplier shall take immediate corrective actions to remedy the breach. Where in Suominen's reasonable judgment non-compliance is severe or corrective actions are not sufficiently or timely implemented, Suominen has the right, without limiting any other remedy or right it may have, to suspend or terminate its contract with the Supplier and/or to exclude the Supplier from any future tender process.

We encourage our Suppliers and their Representatives to report any actual or potential misconduct and violations of law or this Supplier Code that relate to or may impact Suominen. Reports can be made using the following dedicated email address: compliance@suominencorp.com.