

VEO Group Code of Conduct is a set of ethical rules and norms that include what is and is not acceptable or expected behaviour.

Everyone working for VEO is responsible for making sure that VEO as a company behaves according to its values and ethical norms.

BUSINESS PRINCIPLES

Compliance with laws and regulations

VEO complies with all applicable laws and regulations in all of its business locations. VEO also requires that its partners observe good business ethics.

Corruption and bribery

VEO does not accept extortion, bribery or corruption. VEO requires its employees to maintain high ethical standards in all business relationships.

Gifts and hospitality

VEO does not accept or give gifts that could reasonably be considered to affect a business relationship and that exceed the limits of customary hospitality. It is forbidden to give or receive monetary gifts.

HUMAN RIGHTS

VEO supports and respects international human rights. VEO identifies and promotes the realization of human rights and takes measures if any infringements of human rights occur.

TERMS OF EMPLOYMENT

Freedom of association

VEO acknowledges and respects the freedom of association of its employees and their right to freely choose their representatives and their right to collective bargaining.

Forced labour

VEO and its suppliers do not use forced labour, and employees are free to leave their employment relationships after giving reasonable notice as required by national law or contract. Employees are not required to lodge monetary deposits or identity papers with their employer.

Wages and working hours

VEO's employees have approved its terms of employment. The terms and remuneration must be fair and reasonable and meet the minimum requirements of national law or industry standards, whichever is higher. Working hours shall comply with national laws. Employees shall have at least one day off per week.

Child labour and young workers

VEO does not, under any circumstances, employ children who are below the minimum legal age for employment. The minimum age is the age of completion of compulsory schooling, or no less than 15 years (or 14 years where the law of the country in question allows). Children over the minimum age shall not be employed in any hazardous work or work that is inconsistent with the personal development of a child.

Non-discrimination

VEO treats its employees with respect and dignity. Discrimination of all kinds, such as discrimination based on ethnic background, colour, language, gender, sexual orientation, marital status, pregnancy, parental status, religion, etc. are prohibited. Threats of violence, corporal punishment, physical or verbal abuse or other unlawful harassment are strictly prohibited.

Health and safety

VEO has an ISO 45001 certified occupational health and safety management system. The company acts according to laws and regulations related to health and safety in all of its operations. VEO promotes its personnel's physical, mental and social wellbeing by providing occupational health care services and workplace health promotion activities. VEO identifies hazards and risks to guarantee safe working conditions that involve no health hazards for its employees. All employees must follow VEO's instructions related to health and safety and VEO encourage them to report all safety observations. VEO continuously develop occupational health and safety work by implementing the best practices.

Prevention of alcohol and drug use at work

VEO is an alcohol- and drug-free workplace. Any persons under the influence of alcohol, drugs or other intoxicants shall be removed from VEO's worksites. This applies to both VEO's own employees and those of its suppliers and subcontractors. VEO has procedures in place to prevent the misuse of alcohol and drugs. Any persons to be recruited for permanent positions with VEO shall undergo a drug test before their employment relationship enters into force. Any employees of VEO or its suppliers and subcontractors can be directed to alcohol and drug tests if they are suspected of misuse, if this is allowed under national (or local) legislation.

ENVIRONMENT

VEO provides its customers with efficient, reliable and environmentally sustainable products and solutions. VEO has an ISO 14001 certified environmental management system and complies with environmental laws and regulations in its operations. VEO identifies the environmental aspects of its operations and continuously improves its performance to prevent any adverse environmental impacts.

Vaasa, Finland, 3rd of June, 2021



Timo Ala-Heikkilä, CEO
VEO