



Code Of Conduct

Smarter Sealing for a Sustainable future



***This Code of Conduct is a set of rules,
which helps us to act correctly.***

Good corporate citizenship is a matter of honor for our company's family owners, executive management, and personnel. In accordance with the values and principles of the family company, we strive to leave the company and its environment, broadly understood, in better condition for the following generations than when we got them. Our company's operations are guided by a strong value base and operating principles, as well as a solution-oriented corporate culture. We respect the laws and regulations governing our operations. The rights and responsibilities of our employees are the subject of open discussion and continuous joint review, so that we can have the best possible time at work and people can truly influence their well-being at work and the safety of their work environment. We are proudly part of the operating environments and stakeholder networks in which we operate every day.

Together, we can influence and ensure that we respect and enable a healthy and prosperous environment, we follow the principles of fair play in all our transactions, and we develop our business operations as sustainable as possible by all measures. We also challenge our partners to act according to the same rules and develop according to the same goals that we require of ourselves.

Aleksi Arpiainen
CEO, owner
In Tampere 21.6.2022



Values and principles

Our common values are the basis of all our activities and guide our daily activities, connecting us to our mission, strategy, and vision.

1. Family
2. Courage
3. Expertise
4. Customer happification
5. Creativity

We are building a more sustainable, smarter, and easier-to-use world, both for ourselves and for future generations.

Our vision is to grow profitably and devise our way in sustainable ways to become the most innovative sealant brand in the Nordics.

As a company, we are committed to responding to the UN's appeal for more sustainable development, the global promise of sustainable development of family businesses, good governance principles, good management, and continuous development of suppliers.



General

We want to act responsibly. Responsible family ownership and responsible management together with our skilled personnel are our most important asset. We follow the Corporate Governance recommendations of unlisted companies and act responsibly, considering the social, environmental, financial and administrative effects of our operations.

Compliance with laws and regulations

We comply with all national and international laws, regulations and regulations that apply to us, and we systematically monitor and react to their changes. We do not accept indifference to laws or regulations from our own employees or other stakeholders. Every employee is obliged to report any actions that violate laws or instructions or non-compliance electronically in intra or to their supervisor.

Workers' rights and human rights

We respect UN human rights and ILO principles. We do not accept the use of child labor or forced labor. We treat all people with appreciation and respect. We do not accept any form of discrimination, threats or violence, and our activities are international and tolerant. We protect the right of employees to establish and join trade unions and to negotiate collectively. Freedom of opinion and expression is respected in all channels, and the personnel is committed to considering the potential reputational effects of all social communications related to the company. Recruitment and rewards are always based on the skills and achievements of individuals, which TT Gaskets as an employer wants to constantly support and help.

Occupational health and safety

We exceed the basic requirements of a safe and healthy working environment and are committed to continuous improvement in the development of working conditions. We operate in accordance with the ISO45001 occupational health and safety standard. As a company and individuals, we feel responsible for the health and mental, physical, and psychosocial well-being of our work community. With continuous safety and responsibility activities, we try to avoid the occurrence of grievances and address any grievances immediately. It is the duty of employees to report safety observations electronically in intra or to their supervisor. We actively carry out proactive risk assessment and contingency planning. We are committed to the goals of the Zero accidents forum, and we have zero tolerance for all bullying.

Environmental responsibility

One of the most important functions of seals is to prevent environmentally harmful media from entering the environment. We are aware of the environmental impact of our products, both in our own production and in our customers' final use. We always try to use raw materials as efficiently as possible, reduce the generation of waste and promote waste sorting and recycling. We are committed to annual concrete environmental actions, to strive for carbon balance and to use sustainably produced energy. We develop together with the best suppliers, and we also require them to commit to our responsibility guidelines. We are constantly mapping out new possibilities in improving supplier cooperation and utilizing recycled materials.

Business ethics

We follow the principle of reasonable hospitality and we do not give, pay, or accept illegal or irrelevant bribes. We do not seek benefits for ourselves or our close friends with the help of the company's information or position, and we do not participate in politics as a company. We comply with competition legislation and operate on the principles of fair competition and without price cooperation with competitors. We respect the confidential information and intellectual property rights of the company and our stakeholders. We take care of the safe storage of information and, if necessary, the destruction of the board, and the information of customers, partners or other stakeholders is not passed on.

Sustainable development

We are committed to the principles of sustainable development of the UN, and the most significant promises of our responsibility program are the transition to green energy, increasing the recyclability of waste, reducing the environmental footprint of our customers with our functional product and service solutions, and the introduction of ecological packaging and logistics solutions. We operate in accordance with the SA8000 social responsibility standard, and we want to be a responsible employer in all our operations and a carbon-balanced company in 2027.

This Code of Conduct applies to all personnel and is valid everywhere, every day.