

TT Gaskets - Supplier Code of Conduct

Smarter Sealing for a Sustainable future

*This Code of Conduct is a set of rules,
which helps us to act in the correct manner.*

Good corporate citizenship is a matter of honour for our family owners, executive management, and personnel. In accordance with the values and principles of the family business, we aim to leave the company and its surroundings in a better condition for future generations to come.

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 that govern our operations.

The rights and responsibilities of our employees are the subject of open discussion and continuous joint review to ensure that we strive at work and that people can genuinely influence their well-being and the safety of their working environment. We are proud to be part of the operating environments and stakeholder networks in which we operate daily.

Together we can influence and ensure that we respect and enable a healthy and prosperous environment, comply with the principles of fair play in all our business operations and develop our business operations as sustainable as possible on all fronts. We also challenge our partners to act according to the same rules and develop according to the same goals that we expect from ourselves.

Aleksi Arpiainen
CEO, owner
In Tampere 21.8.2023



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TTG Values and Principles

Our common values are the foundation of everything we do and guide our daily operations, 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 accessible world, both for ourselves and our future generations to come.

Our vision is to grow profitably and to develop, through sustainable means, into the most innovative sealing brand in the Nordic countries.

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

We require our suppliers to commit to this code of conduct.



Family Business for Sustainable Development

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General

We want to act responsibly. Responsible family ownership and responsible management together with our skilled personnel are our most important assets. We comply with the Corporate Governance recommendations of unlisted companies and act responsibly, taking into account the social, environmental, economic, and administrative impacts of our operations.

Compliance with laws and regulations

We comply with all national and international laws, acts and regulations that apply to us, and we systematically monitor and react to any changes. We do not accept indifference to laws or regulations from our own personnel or other stakeholders. Every employee is obliged to report any violations or non-compliance with laws or instructions, either electronically on the intranet or to their supervisor.

Workers' rights and human rights

We respect UN human rights and ILO principles. We do not tolerate the use of child labour or forced labour. We treat all people with appreciation and respect. We do not tolerate any form of discrimination, intimidation, or violence, and our operations are international and tolerant. We protect the rights of employees to establish and join trade unions and to negotiate collectively. Freedom of opinion and expression is respected in all channels, and employees are committed to considering the impact that any social communication related to the company may cause. Recruitment and rewards are always based on the competence and achievements of individuals, which TT Gaskets, as an employer, wants to continuously support.

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 as individuals, we feel responsible for the health and mental, physical, and psychosocial well-being of our work community. Through continuous safety and responsibility activities, we strive to avoid any shortcomings and to intervene in any immediately. Employees are obliged to report any safety observations, either electronically on the intranet or to their supervisor. We actively conduct proactive risk assessment and contingency planning. We are committed to the goals of the Zero accidents forum and have zero tolerance for all bullying.

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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 impacts of our products both in our own production and in our customers' end use. We always strive to use raw materials as efficiently as possible, reduce waste generation and promote waste sorting and recycling. We are committed to taking concrete annual environmental actions, striving for carbon balance, and using sustainably produced energy. We develop together with the best suppliers, and we also require them to commit to our responsibility guidelines. We are constantly exploring new opportunities to improve supplier collaboration and utilise recycled materials.

Business ethics

We adhere to the principle of reasonable hospitality and do not give, pay, or accept illegal or improper bribes. We do not seek benefits for ourselves or related parties through the company's knowledge or position, and we do not participate in politics as a company. We comply with competition legislation and operate according to the principles of fair competition and without price collaboration with competitors. We respect the confidential information and intellectual property rights of the company and our stakeholders. We ensure the safe storage of data and, if necessary, controlled destruction, and the data of customers, partners or other stakeholders is not passed on.

Sustainable development

We are committed to the UN's principles of sustainable development, and the most significant promises of our sustainability programme are the transition to green energy, increasing the recyclability of waste, reducing the environmental footprint of our customers through 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 by 2027.

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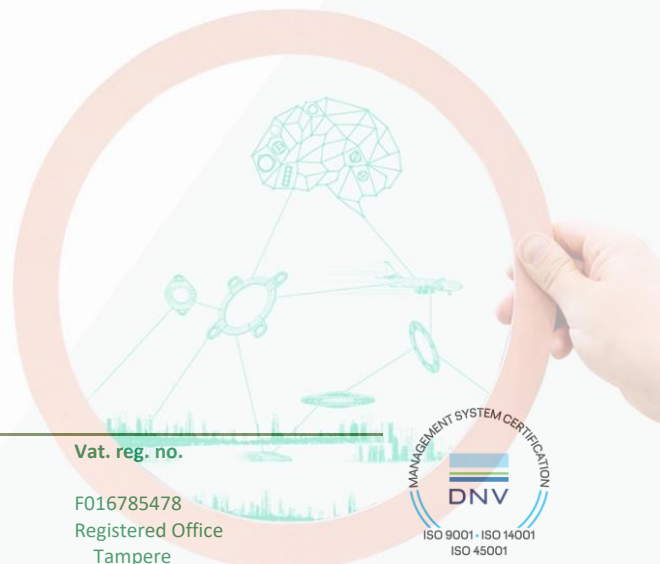
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This Code of Conduct applies to all personnel and is valid everywhere every day.

TT Gaskets requires suppliers to commit to these responsibility guidelines.

By signing this document, supplier commits as a company to this Code of Conduct.

Company _____

Name _____

Role _____

Signature _____

Date _____

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