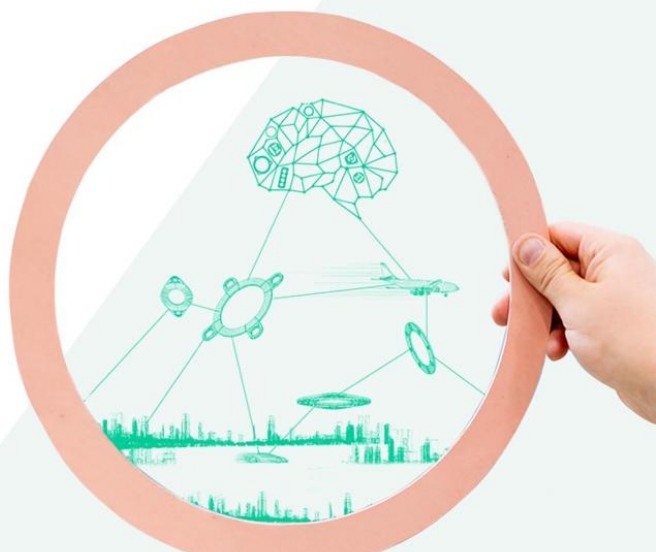




TTG Supplier Code Of Conduct

Smarter Sealing for a Sustainable future



Greetings from the CEO

This Supplier Code of Conduct sets out the principles and requirements that help our suppliers and business partners act responsibly, ethically, and in a future-resilient manner. This means operating with integrity and consideration for long-term impacts, while continuously striving for responsible development. We expect our suppliers and partners to support ethical business practises and sustainable development.

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-owned company, we aim to leave the company and its environment, broadly understood, in a better condition for future generations than when we received them. Our operations are guided by a strong value base, clear operating principles, and a solution-oriented corporate culture. We respect the laws and regulations governing our operations. The rights and responsibilities of our employees are subject to open dialogue and continuous joint review to ensure we can have the best possible time at work and people can truly influence their well-being 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 sustainable environment, follow the principles of fair play in all our business operations, and develop our operations to be as sustainable as possible by all measures. We also challenge our partners to act according to the same principles and develop toward the same goals that we set for ourselves.



Aleksi Arpiainen

CEO, owner

In Tampere 19.02.2026

Purpose and Description of the Document

This Supplier Code of Conduct applies to all suppliers and business partners of TT Gaskets. It ensures that all suppliers operate in an ethical, responsible, and sustainable manner in line with TT Gaskets values.

The document is reviewed annually during the management review, where it is examined and approved by the CEO. The document was last reviewed and approved in the management review in 2026.

For questions related to this document, please contact purchasing@tt-gaskets.fi

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.

Our values

Family

Creativity

Courage

Commitment

Happification

Our mission

Peace of Mind for Industry.

Our vision

The Pathfinder of the Sealing Industry.

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, the principles of the United Nations Global Compact, good governance principles, good management, and continuous development of suppliers.



General

We expect our suppliers and business partners to operate responsibly and sustainably. Responsible business practices, ethical management, and respect for people, the environment, and laws form the basis of our cooperation. Suppliers are expected to consider the social, environmental, financial, and governance impacts of their operations and to conduct business with integrity and transparency.

Compliance with laws and regulations

We comply with all national and international laws and regulations that apply to us, and we systematically monitor and respond to any changes in them. We do not accept indifference to laws or regulations from our own employees or other stakeholders. We expect our suppliers and business partners to comply with all applicable national and international laws and regulations in the countries where they operate.

Human rights

We respect internationally recognized human rights standards, such as UN Guiding Principles on Business and Human Rights, the ILO principles, and the UN Global Compact initiative. We do not accept the use of child labor, forced labor, or human trafficking in our own operations or in the operations of our external stakeholders. We cooperate with suppliers and other partners to ensure that their activities are ethical and respect human rights.

We treat all people with appreciation and respect. We do not accept any form of discrimination, intimidation, harassment, or violence, and our operations are international and inclusive. We are committed to treating our employees equally and fairly in all aspects of our operations, regardless of the form of their employment, demographic factors, or other individual characteristics. We are also committed to promoting gender equality and strengthening women's rights.

Occupational health and safety

We exceed the basic requirements of a safe and healthy working environment and are committed to continuous improvement in developing working conditions. We operate in accordance with the ISO 45001 occupational health and safety standard. As a company and as individuals, we recognize our responsibility for the health and mental, physical, and psychosocial well-being of our work community.

Suppliers are expected to identify and manage occupational health and safety risks, and to take appropriate measures to prevent accidents, injuries and unsafe working conditions.

Environmental responsibility

One of the most important functions of gaskets is to prevent environmentally harmful substances from entering the environment. We are aware of the environmental impact of our products both in our own production and in our customers' end use, and we strive

to promote environmental protection by guiding customers in selecting the right gasket and through active quality assurance. We always aim to use raw materials as efficiently as possible and natural resources sustainably, reduce the amount of waste generated, and promote waste sorting and recycling.

We are committed to annual concrete environmental actions, pursuing carbon balance, and using renewable energy. We strive for water and energy efficiency and are committed to mitigating climate change. We develop together with the best suppliers, and we also require them to commit to our sustainability guidelines. We continuously explore new opportunities to improve supplier collaboration and to increase the use of recycled materials.

Business ethics

We are committed to complying with national and international anti-corruption laws and guidelines, as well as other regulations governing ethical business conduct. We comply with competition legislation and operate in accordance with the principles of fair competition without price cooperation with competitors. We respect the confidential information and intellectual property rights of the company and our stakeholders. We ensure that information is stored securely and, when necessary, destroyed in a controlled manner. Information belonging to customers, partners, or other stakeholders is not disclosed to third parties. Our objective is to conduct annual assessments of information security risks.

We expect suppliers to operate in accordance with these principles and with ethical business practices throughout their operations and supply chains.

Sustainable development

We are committed to the principles of sustainable development of the UN. The most significant promises of our responsibility program are increasing the recyclability of waste, reducing the environmental footprint of our customers through effective product and service solutions, and introducing ecological packaging and logistics solutions. We expect our suppliers and business partners to support these principles by operating responsibly, complying with environmental legislation, and continuously seeking opportunities to reduce environmental impacts.

We require our suppliers to commit to our responsibility guidelines. By signing this document, supplier commits as company to this Supplier Code of Conduct.

Company	_____
Name	_____
Role	_____
Signature	_____
Date	_____