

# FORCIT CODE OF CONDUCT

This Code of Conduct applies to all operations of Forcit Group (i.e. Oy Forcit Ab and its subsidiaries; “**Forcit**”) and its employees. Forcit’s Code of Conduct sets out the expected behavior for Forcit and its employees to help in navigating issues in their daily work. It describes our generally accepted practices and our commitment to comply with legislation, regulations and international agreements. The Code of Conduct is approved by the Board of Directors and is continuously reviewed for possible updates in relation to Forcit’s objectives and future developments.

Forcit and its employees are committed to complying with this Code of Conduct. Forcit also requires its representatives, distributors, subcontractors and other partners to observe the principles documented in this Code of Conduct. Forcit is committed to transparent and honest relationships with its customers, authorities and its constituencies in general. We always act professionally, fairly and honorably in all our relationships.

## 1 WE ALWAYS PUT SAFETY FIRST

We protect life above all. Every action we take prioritizes the safety of our team, our partners, the public and the environment. We ensure a safe work environment for all Forcit employees. We always protect our employees and operations from threats.

Our goal is to prevent all workplace accidents. Our operations are governed by safety legislation, and we observe safety regulations in our daily operations without fail. Any violations will be addressed immediately in accordance with our internal procedures, including appropriate reporting to the Board of Directors. Further details are set out in our safety and security directives.

## 2 WE NEVER COMPROMISE ON COMPLIANCE

As an explosives company, Forcit acknowledges that it operates in a highly regulated environment. It is crucial that we strictly comply with all applicable laws and regulations including international agreements in our operations. The key legislation concerning our operations include laws and regulations governing the use of labor and employment contracts, occupational safety, environmental protection, anti-corruption and bribery, competition and product safety as well as laws pertaining to chemical safety and the safety of explosives.

We monitor the application of sanctions and continuously screen our customers on an individual and country basis in relation to sanctions and to this Code of Conduct.

Each employee must be familiar with the laws and regulations, including international agreements that have a bearing on the employee’s work. While Forcit is responsible for arranging appropriate induction and education programs, each supervisor is responsible for monitoring that each team member has

adequate knowledge of the legal framework applicable to us. Each team member has an obligation to actively seek advice from his/ her supervisor if he/ she is uncertain about how the legal framework applies to a particular matter.

Forcit may not engage in questionable practices in its operations. We never condone legal violations, and we will never, whether within Forcit or in our constituencies, encourage or instruct others to commit violations of laws and regulations, including international agreements.

### **3 WE NEVER DISCRIMINATE AGAINST EMPLOYEES**

Forcit treats all employees with respect, fairly and equally. Likewise, all employees treat each other and Forcit with respect, fairly and equally. Discrimination of any kind pertaining to an individual, intimidation, harassment, workplace bullying or any other kind of inappropriate behavior is not acceptable. Supervisors must set a role model of responsible conduct and promote open dialogue on work-related issues and potential problems among coworkers.

We promote equal rights and diversity in all people matters such as recruitment, salaries and careers. Forcit is committed to compliance with the principles and declarations of the International Labor Organization (ILO) and the UN.

### **4 WE RESPECT HUMAN RIGHTS**

Forcit treats all employees equally. We respect privacy, freedom of association and the employees' right to organize. We do not tolerate the use of child labor, human trafficking, forced labor or any other practices that violate basic human rights, nor do we tolerate such by our business partners.

We observe and respect all universal human rights as defined in the United Nations (UN) Universal Declaration of Human Rights and other international human rights agreements and to promote the realization of the universal human rights.

### **5 WE ARE AGAINST BRIBERY AND CORRUPTION**

We never give or accept bribes to boost or support Forcit's business. Neither do we offer or accept any hospitality or gifts that could affect our decision-making. We recognize that appearances count when assessing whether the hospitality or gift would exceed the limits of normal politeness and interaction with our constituencies.

Gifts and hospitality offered by us must be reasonable and transparent, and we will not expect or require any favors in return from the recipient. We accept benefits or hospitality only if they are reasonable and openly offered in connection with the normal course of business.

The interests of Forcit are paramount in matters between Forcit and personal, family or economic relationships, or people employed by our business partners, such as consultants, distributors, agents and representatives but also customers as well as shareholders. The fees and commissions we pay to them must be reasonable in proportion to the value of the service they provide, compliant with local practices and legislation. We report and we require our business partners to report potential or suspected conflicts of interest. Forcit undertakes to take actions in potential and suspected conflicts of interest.

Forcit strives to transparently cooperate with all governments regardless of political affiliation and does not make donations to any political parties.

## 6 WE COMPETE FAIRLY

Forcit applies sound business practices in all its operations. We support fair competition and always comply with competition legislation and ethical practices. We do not employ any illegal or competition-restricting trading practices, and we do not engage in discussions with competitors regarding our customers, pricing, trade secrets or the restriction of competition. We will never use illegal or unethical means to acquire information about our competitors.

## 7 WE PROTECT CONFIDENTIAL INFORMATION

We do not disclose any confidential information about Forcit, its customers or its business partners. We handle confidential information carefully to prevent its disclosure to other employees or external parties.

## 8 WE SUPPORT SUSTAINABILITY

We are committed to continuously improving the environmental impact, environmental protection and sustainable development of our operations. We aim to minimize the potential negative environmental impacts of our operations, emissions and waste, through means such as the careful sorting of waste, energy savings and prioritizing the development of safe, competitive and high-quality products with minimized lifecycle environmental impact.

Forcit strives to develop its operating principles and use environmentally friendly technologies, products and services, and it encourages all its business partners, distributors and subcontractors to do the same.

## 9 WE ACT AGAINST MISCONDUCT

Forcit operates in a transparent and open manner. All employees must adhere to the principles set out in this Code of Conduct and actively promote them in their own actions.

Forcit encourages all employees to speak out on matters that contradict the Code of Conduct. The employees should primarily inform their supervisors of such matters. In addition, anybody can submit a report through Forcit's whistleblowing channel if there is a reason to believe that the Code of Conduct has been violated.

You can submit your report [here](#).