

## CODE OF CONDUCT

Aii Corporation Oy, Energy Systems is committed to comply with the laws, regulations and conventions that apply to its operations. This Code of Conduct ("Code") defines the basic requirements Aii Corporation adheres to and implements throughout their business.

Aii Corporation operates with integrity, and operates with integrity also towards its suppliers and treats them professionally, fairly and equally. A supplier's ability to meet the requirements of the Code is regarded as a significant factor when Aii Corporation is deciding initiating or continuing a business relationship with a supplier.

## COMPLIANCE WITH LAWS, REGULATIONS AND INSTRUCTIONS

Aii Corporation operates in full compliance with all applicable laws, rules and regulations where Aii Corporation conducts business. In particular, Aii Corporation ensures that all its duties, obligations and undertakings are performed in a manner which does not infringe any applicable law or regulation.

## MANAGEMENT SYSTEMS

Aii Corporation has appropriate management systems in place to secure adherence to the Code and the relevant and applicable laws and regulations.

## HUMAN AND LABOUR RIGHTS

Aii Corporation complies with the fundamental conventions as defined by the International Labour Organization (ILO). Aii Corporation does not use any child or forced labour in any of its operations or activities and has a system in place to ensure compliance with this requirement.

Aii Corporation respects human rights as defined by the United Nations' Universal Declaration of Human Rights.

## SECURITY, OCCUPATIONAL HEALTH AND SAFETY

Aii Corporation ascertains the health, safety and security of all its employees and provides them with a safe workplace.

## ENVIRONMENTAL IMPACT

Aii Corporation minimizes any adverse impact of its operations on the environment and demonstrate continuous improvements in minimizing these impacts.

## BUSINESS INTEGRITY

Aii Corporation conducts its business in an ethical and responsible manner and shall compete fairly. Corruption and bribery are not tolerated in any form. Aii Corporation ensures that sufficient procedures for potential conflict of interest situations are in place, and that accurate accounts and records are kept of business transactions.

## IMPLEMENTATION OF THE REQUIREMENTS BY OWN SUPPLIERS

Aii Corporation ascertains that its own suppliers have implemented and shall comply with the requirements that meet or exceed the requirements set out in the Aii Energy Systems' Supplier Code of Conduct.

## REPORTING OF NON-COMPLIANCE AND SEEKING ADVICE

Aii Corporation shall not permit any retaliation against any individual who, in good faith, seeks advice or reports a violation or a potential violation of the Code. To inquire about the requirements of the Code, or to report a violation or a potential violation against the Code, please contact: [admin@aii-corporation.com](mailto:admin@aii-corporation.com).