

# **OKSASEN PUUTARHA OY**

## **SUPPLIER CODE OF CONDUCT 2026**

### **1. INTRODUCTION**

Oksasen Puutarha Oy (hereinafter referred to as “Oksasen Puutarha”) is committed to following ethical and responsible business principles, and we expect the same from our suppliers. We treat our suppliers and partners fairly and equally, and strive to build long-term, reliable and transparent business relationships that benefit all parties.

Our company complies with the international GLOBALG.A.P. standard and is committed to employee well-being and food safety, as well as minimizing environmental impacts. We invest in employee induction and training, particularly in occupational and product safety, workers’ rights and hygiene competence. Employee well-being is a strategic asset for us, and we actively promote a good working atmosphere and open dialogue. These same principles are also expected of our stakeholders and suppliers.

This Code of Conduct defines the responsibility requirements applicable to suppliers and guides operations in a sustainable manner, supporting Oksasen Puutarha’s values and business success. Suppliers are required to comply with the principles of the amfori BSCI Code of Conduct, as well as all applicable international laws and regulations, official requirements, and to operate responsibly, honestly and transparently in all business processes.

[amfori-bsci-code-of-conduct-references-english-december-2021.pdf](#)

### **2. RESPECT FOR HUMAN RIGHTS AND EQUAL TREATMENT**

Suppliers and stakeholders must treat their employees equally and respect their fundamental rights. All discrimination, harassment, bullying, threats and other inappropriate treatment are prohibited. Employees must have the opportunity to report misconduct safely and without fear of retaliation, and reports must be handled confidentially and appropriately.

### **3. YOUNG WORKERS AND CHILD LABOUR**

Child labour is prohibited in accordance with ILO Convention No. 138, and children’s rights must be respected throughout the entire supply chain. Young workers (under 18 years of age) must not be required to work overtime, night shifts or perform hazardous tasks or work in hazardous conditions that may endanger their health, safety or development. Suppliers must ensure a safe working environment for young workers, appropriate induction and adequate safety training, and appoint a responsible person to ensure compliance with safety requirements.

### **4. FORCED LABOUR**

Work must always be voluntary, and employees must be able to leave the workplace after their working hours and resign without penalties. The use of recruitment agencies must not result in costs to the employee, and wages or identity documents must not be withheld. The supplier must also ensure that employees have valid work permits and the legal right to work.

### **5. WORKERS’ RIGHTS, WELL-BEING AND FREEDOM OF ASSOCIATION**

Oksasen Puutarha values its employees, and suppliers are likewise expected to promote the well-being of their employees by providing safe and healthy working conditions, reasonable working hours and opportunities for professional development. Employees must be treated fairly at all stages of employment, including recruitment, remuneration and career advancement. Suppliers must also

provide employees with the opportunity to report inappropriate treatment or misconduct safely and without fear of retaliation.

Suppliers must respect employees' right to join or not to join a trade union and to participate in collective bargaining. Employees must be able to exercise these rights without fear of punishment, discrimination or other adverse consequences.

## **6. WORKING HOURS AND WAGES**

We encourage practices that support a healthy work-life balance for employees. Suppliers must ensure that working hours are reasonable and comply with national laws, industry standards or collective agreements. Suppliers must pay wages that meet at least the legal minimum requirements and are fair in relation to the work performed, the cost of living and industry practices. Employees must be appropriately compensated for overtime, and wages and benefits must be presented clearly and transparently.

## **7. SUSTAINABLE DEVELOPMENT AND ENVIRONMENTAL RESPONSIBILITY**

Oksasen Puutarha is committed to complying with all applicable environmental laws and regulations and to minimizing the environmental impacts of its operations, and expects the same commitment from all its suppliers. Suppliers must actively reduce energy and water consumption, greenhouse gas emissions and other environmental impacts by improving energy efficiency, increasing the use of renewable energy and improving the efficiency of logistics.

Material efficiency and the circular economy must be promoted by reducing packaging materials, minimizing production waste and following sustainable waste management principles. Waste, wastewater and hazardous substances must be handled appropriately, and environmentally friendly and certified materials should be preferred in procurement.

Suppliers must protect biodiversity at all their operating sites. The origin and compliance of raw materials subject to the EU Deforestation Regulation must be verified and provided to Oksasen Puutarha upon request. All environmental claims must be verifiable, and any deviations must be reported without delay.

## **8. RELIABILITY AND QUALITY ASSURANCE**

Products and services must meet Oksasen Puutarha's quality and safety requirements as well as applicable legislation. Quality must be consistent and deliveries punctual in order to ensure customer satisfaction and reliability.

Suppliers must comply with product safety and hygiene practices (HACCP), train their personnel and ensure the cleanliness of facilities, equipment and products, as well as safe handling. Traceability must be ensured from raw materials to the finished product, and any deviations must be reported immediately.

## **9. ETHICAL AND TRANSPARENT BUSINESS CONDUCT**

Bribery and corruption:

The supplier must have an uncompromising approach to preventing corruption and bribery. Improper benefits may not be given, requested or accepted in any form, and business must not be conducted for the purpose of pursuing personal interests.

Honest and responsible business conduct:

The supplier must comply with applicable legislation and ethical principles, particularly rules concerning competition, fraud and corruption. Participation in anti-competitive practices, such as price

cartels, is prohibited. Products and services must be marketed truthfully, sustainability claims must be verifiable, and consumers' health and safety must be ensured in all circumstances.

Gifts, sponsorship and reporting channel:

Low-value, occasional and reasonable gifts are permitted when their purpose is not to influence decision-making. Charitable and sponsorship activities must be conducted transparently and in accordance with the law. The supplier must provide a confidential reporting channel for misconduct, protect whistleblowers and investigate reports without delay.

## **10. INFORMATION SECURITY AND CYBERSECURITY**

The supplier must protect information and systems through appropriate technical and organizational measures, identify cyber threats and prepare for them. Personal data may only be processed for lawful and agreed purposes, and its collection and storage must be limited to the information necessary. Data protection laws (e.g. GDPR) must be complied with and the appropriate processing of personal data must be ensured.

Data security breaches or suspected incidents that may affect Oksasen Puutarha's information or systems must be reported without delay. The supplier must be able to demonstrate compliance with the requirements in its own operations and ensure that subcontractors also comply with the requirements of this Code of Conduct.

## **11. COOPERATION AND PARTNERSHIP**

Oksasen Puutarha values close cooperation with its suppliers. Suppliers are expected to be cooperative and committed to common goals that promote the well-being of Oksasen Puutarha and the communities within our operating environment.

## **12. MONITORING, AUDITING AND MEASURES**

Oksasen Puutarha reserves the right to inspect suppliers' operations and requires suppliers to facilitate audits and compliance monitoring. If requirements are violated or serious deviations are identified, Oksasen Puutarha may require corrective measures, restrict cooperation or, where necessary, terminate the agreement.

## **13. REPORTING CHANNEL**

Oksasen Puutarha requires stakeholders to have access to a confidential whistleblowing channel. Stakeholders may use their own reporting channel or Oksasen Puutarha's whistleblowing channel, but the reporting channel must be easily accessible and enable the reporting of suspected violations or deviations, such as human rights or environmental violations, discrimination, harassment or other conduct contrary to ethical principles. Reports must be handled impartially and confidentially, responded to without delay, and the necessary corrective measures must be implemented. Whistleblowers must be protected against retaliation.

Approval and commitment:

The Board of Directors of Oksasen Puutarha Oy approved these ethical guidelines for business partners on 25 February 2026

Janne Sokajärvi  
CEO, Oksasen Puutarha Oy

