

OKSASEN PUUTARHA OY – POLICIES

20 January 2026

Oksasen Puutarha Oy and Responsibility

Oksasen Puutarha Oy is a Finnish family-owned company specialising in the cultivation of high-quality salads and herbs. Since the company was founded in the 1970s, it has grown into a pioneer in Finnish horticultural cultivation and today produces more than 20 million potted salads and herbs per year. Production combines cleanliness, freshness and high quality.

Our company follows the international GLOBALG.A.P. standard, where key areas include worker safety, food safety and minimising environmental impact. Oksasen Puutarha invests in employee induction and training, particularly in occupational and product safety, employee rights and hygiene competence. Employee well-being is a strategic asset for us. New employee surveys show that a good working environment and open dialogue are actively promoted.

Our company uses modern technology, such as a closed water circulation system, biofuel heating, LED lighting and biological pest control, to minimise environmental impact. The daily work in our company demonstrates that responsibility does not only concern the environment, but also social aspects and labour-related issues, with a focus on safety, health and workers' well-being. We comply with the collective agreement for the horticultural sector, which ensures fair wages, working hours and other terms of employment for all employees.

1. ENVIRONMENTAL POLICY

1.1 Scope and objectives of the policy

Oksasen Puutarha is committed to reducing the environmental impact of its own operations. This environmental policy establishes the principles for managing environmental impacts. The environmental policy shall be followed throughout the company and applied throughout the supply chain, which shall commit to complying with these principles. The policy covers the management of energy and greenhouse gases, water use, reduction of air pollution, management of materials and chemicals, waste management, the environmental impact of the use of products and the end-of-life stage of their life cycle, as well as customer health and safety.

1.2 Environmental work is part of Oksasen Puutarha's strategy

Reducing environmental impact is one of the company's values and a central part of the company's strategy. The strategy includes objectives for improving energy efficiency, reducing greenhouse gas emissions, reducing water consumption, developing waste and chemical management, and minimising the environmental impact of products throughout their life cycle. Energy and water are used according to sustainable principles, and their consumption is continuously monitored and optimised. The development of packaging materials is a strategic focus area: the amount of plastic and other materials is reduced, and the solutions selected aim to protect nature.

1.3 Compliance and environmental management

Oksasen Puutarha Oy is committed to complying with environmental legislation and environmental regulations. We meet the expectations of our stakeholders and society by evaluating and developing our operations to make them increasingly environmentally efficient. We work according to the principle of continuous improvement, and environmental aspects are part of the company's decision-making process. Environmental management at Oksasen Puutarha is based on the certified GLOBALG.A.P. quality system, which is an international standard for food production. GLOBALG.A.P. focuses on product safety in accordance with the requirements of the standard, environmentally friendly production and employee well-being. Environmental management also includes monitoring energy and water consumption, emissions management, processes for the safe use of chemicals and waste management, as well as management of the life cycle of products. Our energy and water policy is based on sustainable use: we use energy-efficient solutions, increase the share of renewable energy and optimise water use in all processes.

Thanks to the standard and regular audits, the methods we use are carefully and continuously reviewed and documented. The first GLOBALG.A.P. certificate was awarded to Oksasen Puutarha's production facilities in 2012, making it one of the first companies in Finland to receive the certification.

The suitability, adequacy and effectiveness of the environmental management system are evaluated annually through internal and external audits covering the entire company. We also ensure that sufficient resources are allocated to developing our environmental work and that personnel receive relevant training.

We prevent environmental risks by carefully examining environmental observations and reports of deviations. We regularly communicate about our environmental work to our employees and other stakeholders. Our suppliers of goods and services are expected to comply with all applicable legislation and all applicable authority requirements.

Key principles:

- We regularly comply with and monitor environmental legislation and environmental regulations and conduct our operations at our facilities in accordance with the environmental permits applicable to each site. We cooperate with authorities, our customers and other stakeholders to ensure that our environmental work meets the expectations and requirements placed on our operations.
- We reduce our environmental and climate impacts at our facilities and in connection with transportation. This includes, among other things, improving energy efficiency, reducing energy consumption, transitioning to renewable energy and reducing water consumption.
- We work to improve material efficiency. This includes, for example, developing packaging materials, following the waste hierarchy, and minimising and monitoring production waste. We promote the circular economy throughout our value chain.
- We take environmental aspects into account in purchasing, cooperation with subcontractors and investments.
- We work to preserve biodiversity by actively protecting and supporting biodiversity at all our facilities.
- We continuously develop our packaging materials so that the amount of plastic and other materials is reduced and the solutions contribute to saving natural resources.

2. SOCIAL RESPONSIBILITY AND PEOPLE – POLICY

2.1 Scope and objectives of the policy

Oksasen Puutarha is committed to conducting its operations responsibly and respecting all employees, stakeholders and communities. Our policy is based on Finnish legislation and international human rights and labour standards, such as the UN Declaration of Human Rights and the fundamental ILO conventions. Our goal is to ensure that our operations promote sustainable development and create a safe, equal and healthy working environment. Any violations can be reported through the company's whistleblowing channel.

2.2 Employee health and safety

Our company safeguards the health and safety of employees in all work tasks. We conduct systematic risk assessments and occupational safety training and ensure ergonomic working conditions and working methods that support work ability. We pay particular attention to mental well-being and stress management by providing support and preventive measures. Occupational accidents and near misses are handled openly, and we learn from them in order to minimise similar risks in the future.

In accordance with Finnish legislation and the collective agreement, all employees are covered by occupational health care. Oksasen Puutarha provides comprehensive occupational health care, including preventive services, monitoring of work ability, medical care by an occupational health physician or general practitioner, and necessary treatment services to ensure employee well-being.

2.3 Working conditions

We comply with statutory provisions on wages and working hours as well as the requirements of the collective agreement for the sector, and we offer competitive wages and social benefits. We promote a balance between work and private life and respect employees' right to be unavailable during their free time. We conduct regular employee surveys to identify job satisfaction and development needs and maintain an open dialogue between employees and management.

2.4 Employment relationships and dialogue

Our company respects employees' right to organise and participate in collective bargaining. We maintain constructive dialogue with employee representatives and ensure that employees' voices are taken into account in decision-making. We continuously and proactively cooperate with employee representatives to ensure employee well-being and effective working methods. We consider this a central part of responsible and fair employer policy.

2.5 Career development

In recruitment, we act transparently and fairly and offer all employees equal opportunities for training, competence development and career paths. We encourage internal mobility, job rotation and professional development so that everyone has the opportunity to develop and progress in their career.

The company regularly conducts development discussions with employees. Development discussions provide an opportunity to discuss objectives, training needs and career paths so that

each employee can plan their own professional development and benefit from the opportunities offered by the company.

2.6 Prevention of child labour and forced labour

We do not accept child labour, forced labour or human trafficking in any form, either in our own operations or in our supply chain. We require all our suppliers and service providers to commit to the same principles by signing the company's Code of Conduct. We monitor compliance with the principles of responsible business through cooperation and contractual obligations.

2.7 Diversity and equal treatment

We promote a working environment that is free from discrimination, equal, open to dialogue and safe, and where harassment, violence and bullying are not tolerated. We treat all employees equally regardless of background, gender, age, religion or other personal characteristics.

2.8 External stakeholders and human rights

We assess and manage the impact of our operations on human rights also among external stakeholders, such as suppliers and communities. Where necessary, we take corrective measures and ensure that our entire value chain operates responsibly and in accordance with the principles of sustainable development.

Key principles:

- Employee health and safety are based on effective induction, training and systems that make it possible to prevent accidents.
- Working conditions are maintained to a high standard, and employees' rights and competence are actively considered in all operations.
- Responsible environmental and resource management is an integral part of the company's operations and is linked to social aspects in a way that ensures that employee well-being and safety go hand in hand with environmental responsibility.

3. SUSTAINABLE PROCUREMENT – POLICY

3.1 Scope and objectives of the policy

Oksasen Puutarha is committed to responsibly purchasing products and services in accordance with the principles of sustainable development. Our policy is based on Finnish legislation, international environmental and human rights standards, and the company's own guidelines for responsible business. Our goal is to ensure that our procurement promotes environmental well-being, respect for human rights and transparency in the supply chain, alongside traditional procurement criteria such as price, quality and delivery reliability. We require our suppliers to commit to complying with Oksasen Puutarha's Code of Conduct as part of the cooperation.

3.2 Environmental responsibility in procurement

We take environmental aspects into account in all procurement and expect our suppliers to follow the same principles. We favour solutions that reduce climate impacts, improve energy efficiency and support the transition to renewable energy. We pay particular attention to reducing water

consumption, managing nutrient emissions and improving material efficiency. We promote the circular economy and packaging solutions that are recyclable or biodegradable. Suppliers must comply with statutory requirements regarding the use of chemicals and plant protection products and prioritise biological methods or integrated pest management. In addition, we require suppliers to take biodiversity and pollinator-friendly practices into account in their own operations.

3.3 Labour and human rights in the supply chain

We are committed to respecting human rights and fundamental labour principles throughout the procurement chain. We do not accept child labour, forced labour or human trafficking in any form, either in our own operations or in our supply chain. We require all our suppliers and service providers to commit to the same principles by signing the company's Code of Conduct.

Suppliers must ensure statutory terms of employment, safe working conditions, non-discrimination and equal treatment, as well as employees' right to organise and engage in dialogue.

Key principles:

- Environmental and human rights aspects are considered in procurement alongside price, quality and delivery reliability.
- Suppliers commit to complying with the company's Code of Conduct and principles of responsible business.
- We promote energy efficiency, the use of renewable energy, reduced water consumption and the circular economy.
- We do not accept child labour, forced labour or human trafficking in any form.

4. QUALITY AND PRODUCT SAFETY – POLICY

4.1 Scope and objectives of the policy

Oksasen Puutarha is committed to ensuring that all our products are safe, of high quality and meet both legal requirements and customer expectations. Our quality policy is based on national and international food safety standards, such as the GLOBALG.A.P. system, and aims to ensure clean, fresh and safe products for consumers at every stage of production.

The company uses a LEAN system with particular emphasis on ensuring occupational safety and continuous improvement. Through the LEAN method, processes are developed to become more efficient and safer, and the system is currently being expanded to cover a larger part of production. The objective is to combine safety, quality and efficiency throughout the value chain while also supporting sustainable development and employee well-being.

4.2 Food safety and hygiene

We apply risk management based on HACCP principles and ensure that all production processes meet strict hygiene requirements. Our employees regularly receive training in hygiene competence, occupational safety and product safety. All production facilities and equipment are cleaned and disinfected according to instructions, and we ensure that products are handled safely throughout the process.

4.3 Traceability and risk management

All our products are traceable from seed to finished product. We conduct systematic risk assessments of biological, chemical and physical hazards and ensure that deviations are handled immediately. There is a reporting channel through which deficiencies related to product safety can be reported.

4.4 Process management and technology

We use a closed water circulation system, biofuel heating, LED lighting and biological pest control to minimize environmental impact and ensure product safety. Packaging materials are continuously developed so that the amount of plastic and other materials is reduced, and the solutions contribute to saving natural resources.

4.5 Employee responsibility and competence

Every employee is responsible for quality and product safety in their own work. The company provides comprehensive induction and continuous training to ensure that personnel understand product safety requirements and work in accordance with the instructions.

4.6 Handling of deviations

All deviations are handled openly, and corrective measures are implemented without delay. Serious product safety risks may result in a product recall. The reporting channel is open to all stakeholders and reports are handled confidentially.

4.7 Continuous improvement and audits

Compliance with the policy is regularly monitored through internal and external audits. We collect customer feedback and use it to develop our processes. Our objective is continuous improvement and the introduction of innovative solutions that support product safety and quality.

4.8 Communication and transparency

The policy is publicly available and communicated to employees and stakeholders. We regularly report on the achievement of our quality and safety objectives and ensure open dialogue with customers and authorities.

5. GOOD CORPORATE GOVERNANCE AND ETHICAL PRINCIPLES – POLICY

5.1 Scope and objectives of the policy

Oksasen Puutarha's operations are based on honesty, transparency and compliance with legislation at all levels. Our policy is based on Finnish legislation, the collective agreement for the sector, key international principles and the company's own guidelines for responsible business. Our goal is to ensure that ethics, responsible leadership and trust guide all our operations in relation to employees, customers, suppliers and other stakeholders. The company's sustainability work and certified operating models, such as GLOBALG.A.P., support these objectives. A good corporate culture is an important asset for us, strengthening our reputation and supporting the operations of the entire organization.

5.2 Honest business and prevention of corruption

We do not accept bribery, the offering or acceptance of improper benefits in any form, or other forms of corruption, either in our own operations or among our stakeholders. All incentives that could influence decision-making in an unethical, unlawful or trust-damaging manner are strictly prohibited. We act in accordance with the provisions of the Criminal Code concerning bribery offences, which prohibit both the giving and receiving of bribes in business activities.

5.3 Prevention of conflicts of interest

We avoid situations in which personal, family-related or financial interests may conflict with the interests of Oksasen Puutarha or its stakeholders. Employees must immediately inform their supervisor of any potential conflicts of interest and refrain from decision-making if impartiality could be compromised. This also applies to secondary employment, gifts and hospitality, as well as participation in procurement and contract negotiations.

5.4 Prevention of fraud and misuse

We maintain accurate, truthful and up-to-date accounting and reporting. Deliberate misleading, presentation of false information, embezzlement, forgery or other fraudulent activity is prohibited. Employees are required to report suspected misconduct, and management ensures the impartial investigation of cases and the implementation of corrective measures.

5.5 Prevention of money laundering and compliance with sanctions

Oksasen Puutarha works in all situations to prevent money laundering and terrorist financing and strictly complies with applicable legislation, such as the Money Laundering Act, as well as guidance issued by the authorities. Regarding business partners, we apply a risk-based identification and due diligence procedure and actively monitor potential warning signs. In suspicious situations, we fulfill our reporting obligation to the authorities without delay. In addition, we ensure that operations comply with the requirements of sanctions legislation so that our business remains transparent and lawful.

5.6 Fair competition and anti-competitive practices

We comply with competition legislation and EU competition rules. We do not participate in cartels, price cooperation, the allocation of markets or customers, or other practices that restrict competition. Nor do we abuse any market positions or improperly restrict competition. We respect the guidelines of the Finnish Competition and Consumer Authority and consider competition law training to be part of ensuring fair competition.

5.7 Data protection and information security

Oksasen Puutarha processes personal data and business-related information lawfully, transparently and securely. We comply with the EU General Data Protection Regulation (GDPR) and Finnish data protection legislation, as well as the company's comprehensive privacy statement, which is publicly available on our website. The statement describes what information we collect, the purposes for which it is used, how it is protected and what rights the data subject has.

To ensure information security, we use technical and organizational safeguards such as encrypted connections, access controls and regular updates. Employees are trained in data protection and information security practices, and information security incidents are handled immediately in accordance with the requirements of the Regulation. We also protect the confidential information and trade secrets of our contractual partners and ensure that the collection, processing and storage of third-party information is carried out securely and only for business purposes.

5.8 Sponsorship, donations, political support and hospitality

At its discretion, Oksasen Puutarha may support sports and recreational activities or community-related projects when the support is consistent with the company's values and does not create conflicts of interest. Donations and sponsorships are always assessed on a case-by-case basis, are not regular and aim to promote community and responsible business. The company does not provide financial or other support to political parties, candidates or campaigns, whether through products or otherwise, and does not permit the company's name or logo to be used in political communications. Hospitality shall be moderate and appropriate and must not influence business decisions.

5.9 Implementation, monitoring and whistleblowing channel

The Board of Directors approves the ethical principles and good corporate governance policy, and management is responsible for their implementation. Employees follow the policy and are encouraged to report misconduct without hesitation. Compliance is monitored through internal and, where necessary, external audits. Deviations are corrected without delay, and serious violations may result in disciplinary measures and reports to the authorities.

The company has a confidential whistleblowing channel. The principles of the channel and the procedures for handling reports are described in the company's common whistleblowing channel instructions. In addition, training and instructions are continuously developed as part of quality and sustainability management, and certified operating models support monitoring and continuous improvement.

Key principles:

- Zero tolerance for bribery and corruption; conflicts of interest are identified and prevented.
- Fraud and other misleading conduct are prohibited; violations are investigated and corrected.
- Efforts to prevent money laundering and ensure compliance with sanctions are based on risk-based procedures and guidance from the authorities.
- Fair competition: no cartels, no restriction of competition and no abuse of a dominant market position.
- Personal data is processed in accordance with the GDPR; information security and confidentiality are ensured.

6. POLICY MANAGEMENT

6.1 Responsibilities and governance

The company's management is responsible for implementing all Oksasen Puutarha's policies (social responsibility, environmental responsibility, good corporate governance and ethics, and sustainable procurement). The Board of Directors approves the policies and ensures that they are up to date and consistent with legislation and international principles. Every employee is required to comply with these policies and related instructions in their work.

6.2 Monitoring and evaluation

Compliance with the policies is monitored as part of the company's sustainability work. Progress is reported to the Board of Directors, which regularly evaluates the policies' currency, governance model and effectiveness of implementation. Internal and external audits and, where necessary, experts are used in the evaluation. Management appoints responsible persons for the management of energy, water, waste and chemicals, as well as product safety. We monitor and report annually on energy consumption, emissions, water consumption, the amount of waste and the recycling rate, as well as deviations related to product safety.

The company has an open and easily accessible reporting channel for all stakeholders, through which deviations or shortcomings identified in the company's operations can be reported. All reports are handled confidentially and addressed appropriately.

6.3 Changes to the policies

The policies are reviewed at least once a year or in connection with significant changes in operations, legislation or the operating environment. The Board of Directors approves material changes to the policies. Technical or clarifying updates may be made without separate approval, provided that they do not materially change the content of the policies.

6.4 Communication and training

Management is responsible for ensuring that the policies are communicated clearly and that employees receive the necessary training regarding their content and practical application. The policies are available on the company's website and in internal communication channels. Where necessary, the content of the policies is reviewed as part of induction and other employee training.

6.5 Internal control and audits

The Board of Directors ensures that the company has an adequate internal control system. Compliance with the policies is regularly monitored through internal assessments and audits. External audits are also used where necessary. Identified deviations are handled without delay and appropriate corrective measures are defined. The objective of monitoring is to ensure the effectiveness and continuous improvement of the policies.

6.6 Whistleblowing channel

Oksasen Puutarha has an open, confidential and easily accessible whistleblowing channel available to all stakeholders. Through the channel, suspected violations, deviations or inappropriate conduct in the company's operations can be reported, such as human rights violations, discrimination, harassment, breaches of environmental or product safety requirements,

and conduct contrary to ethical principles.

All reports are recorded in the system and handled impartially, carefully and confidentially in accordance with a predetermined procedure. Reports are addressed without delay, and the necessary investigative, corrective or other appropriate measures are taken on a case-by-case basis. Reporters are protected from unreasonable or unfair consequences.

The Board of Directors of Oksasen Puutarha Oy approved this policy on 24 February 2026.

Janne Sokajärvi

CEO, Oksasen Puutarha Oy

A handwritten signature in blue ink, consisting of a large, stylized 'J' followed by a horizontal line and a small flourish.