

CODE OF CONDUCT FOR PARTNERS

Olvi Group | 2025

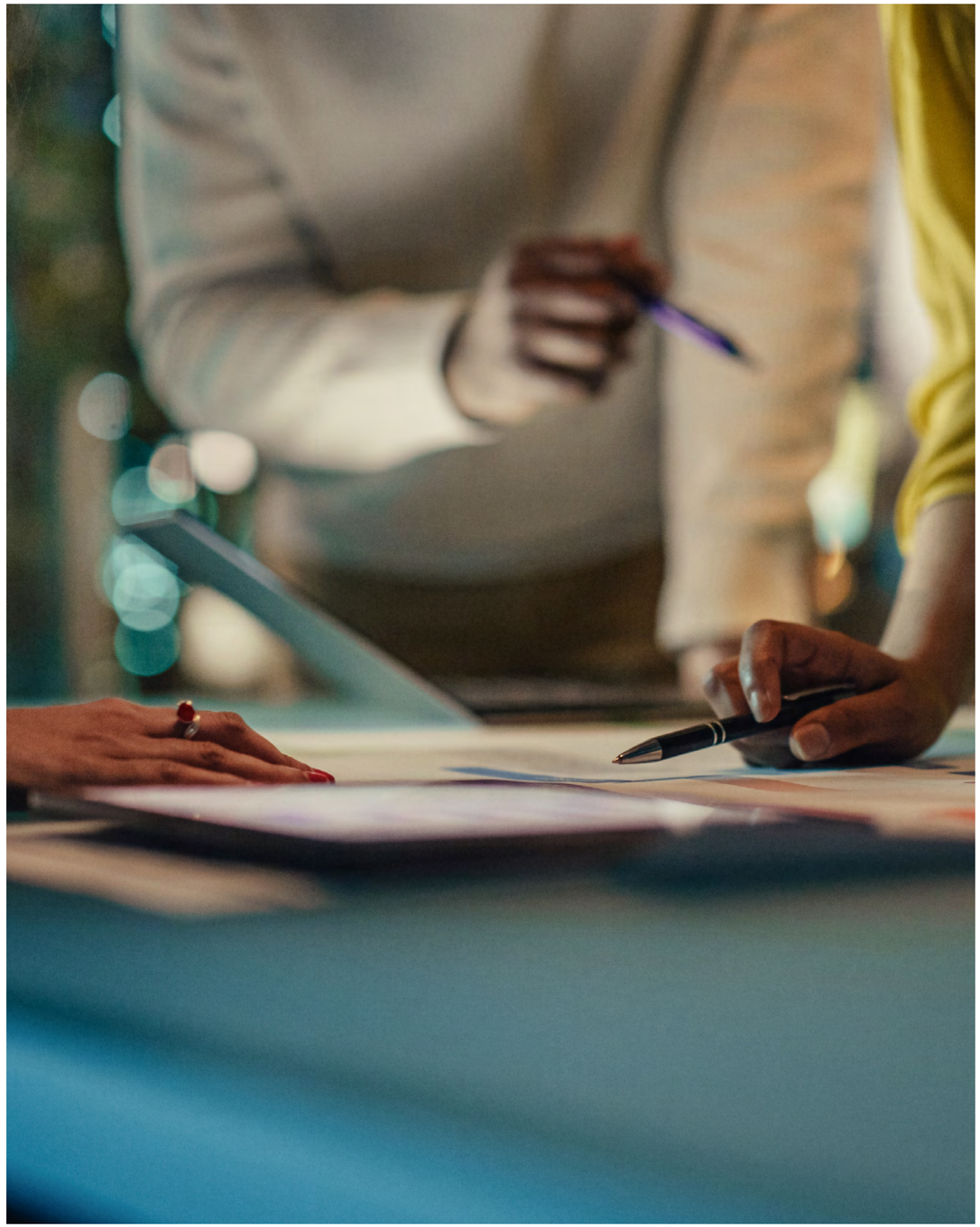
PURPOSE AND SCOPE

The operations of Olvi Group (Olvi plc and its subsidiaries) are based on sustainable and ethical procedures and values. Olvi Group is committed to making the most positive contribution possible through all its operations and value chain by adopting sustainable practices.

This Code of Conduct describes the minimum requirements for ethical operating practices to all Olvi Group's suppliers and partners and their own supply chain, including sub-suppliers, sub-contractors and sub-licensees, and other third parties, and partners. Olvi Group works to ensure that Olvi Group's suppliers and partners have an interest in fulfilling and respecting the following principles in their own business practices. Olvi Group wants to support meeting the requirements of this Code of Conduct through dialogue, cooperation and training.

COMPLIANCE

- Olvi Group requires all its suppliers and partners to comply with all applicable laws and regulations, in addition to Olvi Group's ethical and business principles. If there is a conflict between laws and regulations and this Code of Conduct, suppliers and partners shall comply with the strictest of these.
- Suppliers and partners shall ensure that their own value chain is acting according to Olvi Group's ethical and business principles. Olvi Group expects its suppliers and partners to have a Code of Conduct with similar content, applicable to their own suppliers and partners. Olvi Group recommends having certified management systems.
- Olvi Group refuses to do business with any supplier or partner that does not commit to this binding agreement as part of the contract.
- Suppliers and partners shall consider all relevant impacts of their operations, focusing on reducing negative impacts and creating positive impacts. Suppliers and partners shall ensure with measures such as training that their personnel have sufficient awareness in sustainability matters and that they are committed to correct operating methods.



BUSINESS PRACTICES

- Suppliers and partners shall maintain fair and open business practices, and it is unacceptable to be involved in any illegal or restrictive trade practices. Competition regulations shall be followed, and suppliers and partners shall not take part in cartels, abuse a dominant market position, or take part in other acts detrimental to competition.
- Personnel of suppliers and partners shall avoid any situations which conflict or could be perceived to conflict with their personal and business interests.
- Corruption and bribery shall not be accepted. Suppliers and partners shall not offer or accept any money or gifts that could be regarded as a means of bribery or undue influence.
- Suppliers and partners shall not accept excessive gifts and hospitality in their business. Business gifts of a reasonable value may be given and accepted as a sign of politeness, appreciation or respect or to promote goodwill.
- Intellectual property rights and confidential business information shall be respected, and suppliers and partners shall have appropriate measures to ensure these. Confidential business information shall not be shared to third parties.
- Compliance with the data protection shall be followed, including the processing of personal data. Security, privacy and confidentiality of personal data shall be ensured with appropriate measures.
- Product safety and quality shall be ensured with appropriate measures.



LABOUR AND HUMAN RIGHTS

- Suppliers and partners shall respect and promote all internationally recognized labour and human rights, including the International Bill of Human Rights and the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. These shall not be infringed. Suppliers and partners are expected to adhere to the UN Guiding Principles on Business and Human Rights.
- Suppliers and partners shall not allow forced labour, child labour or human trafficking. Suppliers and partners shall not employ workers under the local legal minimum age for work, taking into account the provisions of International Labour Organization (ILO) Convention 138. Young people under the age of 18 must be protected from working conditions that could harm their safety, health, or development.
- Suppliers and partners shall respect the right to a living wage. Salaries shall meet at least the legal or industry minimum standards. Wage deductions shall not be used as a disciplinary measure. A written work contract, including terms and conditions of the employment relationship, shall be provided.
- Suppliers and partners shall respect the right to organize freely, to join trade unions and to bargain collectively.
- Suppliers and partners shall ensure that working hours are reasonable. The workweek shall not exceed 60 regular hours, including overtime. However, local legislation flexibilities and limitations shall be taken into consideration. Overtime work shall be voluntary, and its limits, compensation, and rest periods shall meet, at a minimum, the requirements defined under national legislation or labour agreements. A rest period of at least 1 day (24 hours) every seven days shall be provided. The right to holidays, parental leave, and sick leave, as defined by law shall be respected.
- Suppliers and partners shall promote diversity, equality and inclusion. All employees and customers shall be treated equally and with respect, regardless of gender, age, ethnic background, race, color, sexual orientation, disability, political opinions or religious beliefs, national extraction or social origin, or any other corresponding reason. Discrimination, harassment, and abusive behaviour shall not be accepted in any form. This applies to all matters related to work, including recruitment and promotions.



HEALTH AND SAFETY

- Suppliers and partners shall provide a safe and healthy workplace environment and working conditions. Work instructions, conditions, and equipment shall support a safe and healthy working environment. Suppliers and partners shall ensure emergency and fire safety preparedness with appropriate measures.
- Every employee of suppliers and partners shall be trained for their work to improve safe and healthy working practices. Managers and supervisors shall oversee and guide their employees in work safety.
- Suppliers and partners shall have systems and operational models to evaluate work safety and health risks and report work accidents and near misses.



ENVIRONMENT

- Suppliers and partners shall understand their impacts on biodiversity both in their own operations and throughout their value chain and shall monitor and take appropriative measures for these impacts. Suppliers and partners shall commit not to cause deforestation.
- Suppliers and partners shall reduce greenhouse gas emissions and manage transition risks in their own operations and value chain, in addition to adapting operations to respond the impacts of climate-related physical risks.
- Suppliers and partners shall promote the use and development of operation models, materials, and technologies that have a better impact on the environment.
- Suppliers and partners shall improve energy efficiency in the production process, reduce energy consumption, and in addition to a gradual transition to renewable sources of energy.
- Suppliers and partners shall promote the circular economy and the efficient use of resources, including
  - Increase the use of renewable, reusable or recycled resources
  - Avoid, reduce, and recycle materials and side streams and minimise landfill waste
  - Minimize the use of hazardous materials and manage them properly
- Suppliers and partners shall minimise water withdrawals, water discharges and wastewater burden and ensure sustainable water use, especially in areas of high water stress.
- Suppliers and partners shall respect animal welfare.



REPORTING AND MONITORING

Olvi Group requires its suppliers and partners to comply with this Code of Conduct. If any non-compliance occurs, a supplier or a partner must immediately notify Olvi Group's top management and/or legal representative or report through Olvi Group's Whistleblowing channel. Reporting through the Whistleblowing channel is anonymous and confidential.

Olvi Group's suppliers and partners are expected to share information when required. Olvi Group monitors compliance through audits, risk assessments, and other reviews. If there is any violation of the Code of Conduct in partner's own operations or value chain, it shall be proactively addressed and corrected with corrective actions and improvements. In the case of non-compliance with the Code of Conduct, Olvi Group has the right to terminate the business relationship.

MANAGEMENT AND RESPONSIBILITIES

Approval date: 9 October 2025 / Version 1.2

Policy owner: Group Chief Sustainability and Sourcing Officer

Approving body: Group Chief Executive Officer



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