



Code of Conduct

Ethical Guidelines



A word from the CEO

We manufacture sustainable biochemicals and biofuels from renewable raw materials. Our order-delivery process, which covers every step from the sourcing of raw materials to manufacture and delivery of the finished products, meets sustainability criteria and other relevant requirements, and has been verified in accordance with a voluntary scheme approved by the EU. Our products and operations meet the quality and sustainability requirements agreed with the customer.

Fintoil and its customers are promoting a greener tomorrow, and it is an honour for us to advocate for a sustainable and responsible Finnish industry, now and in the future. Fintoil's values and ethical guidelines provide the ground rules for everyone working in the organisation. Everyone is required to follow the ethical guidelines in their daily duties and when working with any Fintoil stakeholders, whether they be a customer, supplier or other partner. The purpose of the Code of Conduct is to offer daily support and guidance to our employees, helping them to comply with laws, regulations and Fintoil's values, and to make the right, ethical decisions.



Jukka Ravaska

CEO



Fintoil's values

RESPONSIBILITY AND TRUST

Responsibility and trust are at the core of Fintoil's operations. In our daily work, this means safety, trust, cooperation, and helping others where necessary. High quality is the cornerstone of all operations, and care for the environment affects everything we do.

INNOVATION AND REGENERATION

We encourage every employee to seek continuous, lifelong learning and self-improvement as well as operational improvement. We deeply want everyone to actively contribute to the continuous improvement of our operations, and we reward our personnel for their efforts. By investing in training and personal development, we ensure that everyone can move in the desired direction on their personal career paths.

TRANSPARENCY AND DIRECTNESS

We want to build an open and direct organisational culture. In practice, this translates into open and transparent communication, which promotes respect and equality in the workplace and creates a good working atmosphere and a strong and equitable work community. We encourage knowledge sharing and joy in the workplace.

PERFORMANCE AND PROFITABILITY

Fintoil has clear performance targets, and we want our personnel to commit to their achievement. In practice, this means setting clear targets and rewarding good performance. This is how we can link employee motivation to Fintoil's targets and goals.



Working conditions and safety

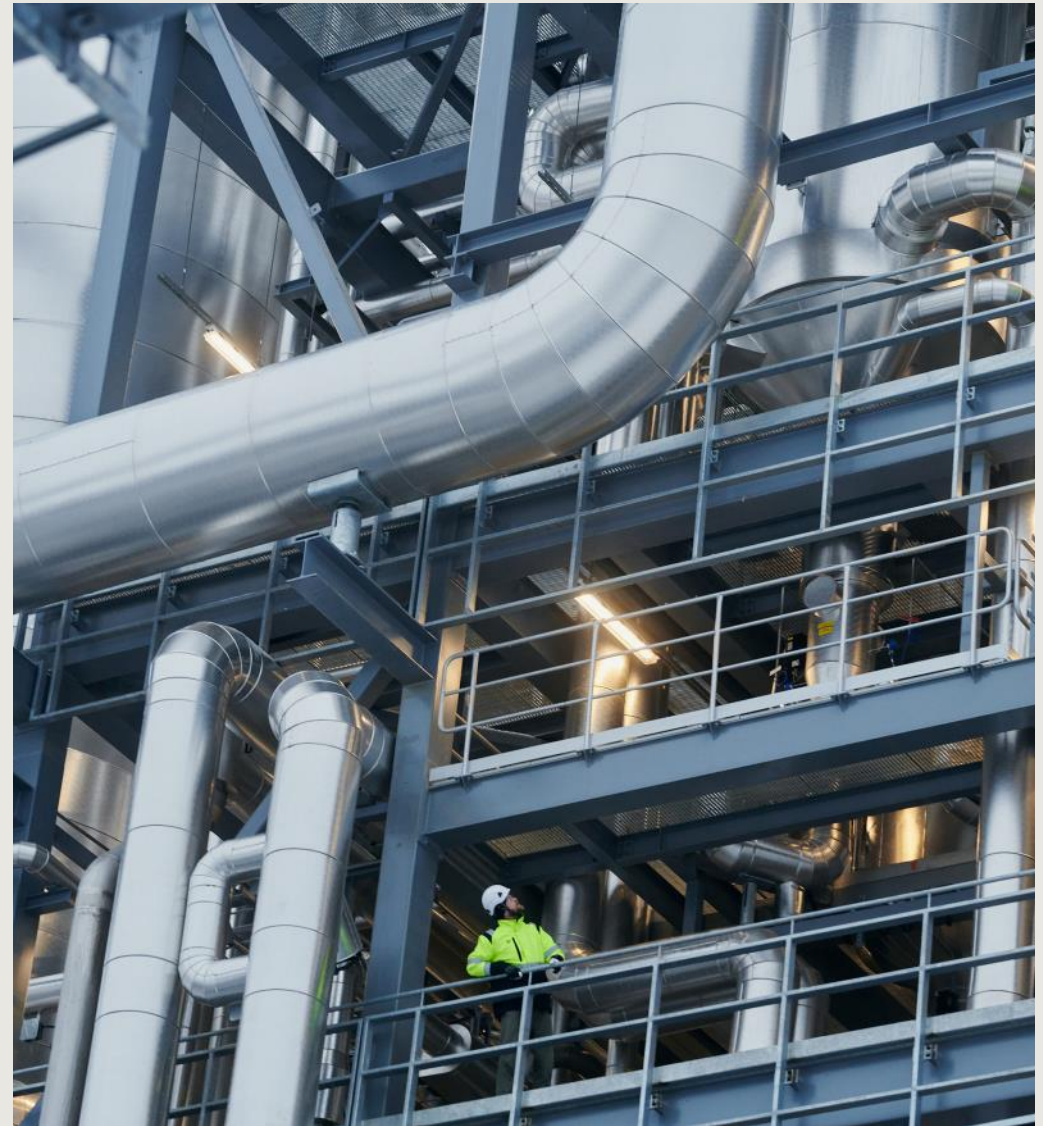
We are committed to providing our employees a safe and healthy workplace. To prevent accidents at work, we assess risks, improve working conditions and the working environment, and create safe working methods.

We offer good and fair terms of employment to all our employees, and respect their freedom of organisation and observe general collective agreements. We comply with labour laws and the terms of collective agreements.

We understand that information received from our business partners may be confidential. Protect data, prevent the misuse of data and do not disclose data to third parties without permission.

We carefully protect the personal data of our employees, customers and partners. We do not collect or process data unless it is necessary. When processing data we comply with data protection and privacy laws and regulations.

It is your duty to report any deficiencies in data security or data protection that may come to your attention.





Business integrity

In our business activities, we are honest, sincere and fair.



We do not engage in or tolerate any forms of corruption, bribery or distortion.

We do not allow our personal interests to influence the business decisions we make on behalf of Fintoil. This applies to all our dealings with the authorities and officials, as well as with our business partners or third parties. We avoid situations where personal interests might be in conflict with those of Fintoil or its stakeholders.

Under no circumstances will we participate in any money laundering activities. We compete fairly and comply with all applicable competition and cartel laws and regulations. We do not engage in any activities that could restrict or distort fair competition.



Compliance with laws, human rights, and equal treatment

We comply with all legal requirements, obligations and commitments.

As a responsible company, we promote good governance, ensure proper documentation of our operations, and comply with accounting obligations. We report full and correct financial information in a timely manner.

We do not allow or tolerate discrimination based on personal characteristics such as gender or gender expression, gender identity, age, origin, nationality, language, religion or faith, health, disability, sexual orientation, or any other personality trait. Neither do we tolerate disrespectful behaviour, bullying, violence or harassment.

As an employer, Fintoil requires correct and respectful behavior not only towards all members of the work community, but also towards customers and all stakeholders.

We all have the responsibility to respect and promote human rights. Fintoil is committed to the UN Universal Declaration of Human Rights.



Environmental responsibility

We value our environment and are committed to manufacturing our products in an environmentally sustainable way. We assess the environmental risks associated with our operations and are committed to pursuing continuous operational improvement.

We communicate environmental matters responsibly and honestly in accordance with the environmental permit conditions. We comply with the legal requirements and permit conditions imposed on Fintoil, as well as environmental protection laws and regulations.

Our order-delivery process, from the sourcing of raw materials to the manufacture and delivery of finished products, meets the requirements of the international ISCC EU and ISCC PLUS standards.

Using our products as a raw material for biofuels instead of fossil raw materials reduces the carbon footprint of transport fuels.



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