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UN Global Compact and Fazer Confectionery

As a part of Fazer Group, Fazer Confectionery is dedicated to producing and/or marketing its products in a manner that generates added value for its stakeholders; consumers, customers, shareholders, employees, business partners and society. Fazer Confectionery prioritises a long-term approach to value creation, primarily by building and nurturing profitable brands. Fazer Confectionery recognises and supports the ten principles in the UN's Global Compact and works to promote these in the societies and environments where it conducts business.

The ten principles	Fazer Confectionery
<p><u>Human rights</u> 1. Businesses should support and respect the protection of internationally proclaimed human rights</p>	<p>We respect the UN's Universal Declaration of Human Rights. The company communicates it's Ethical Principles on the home page and on the company intranet.</p> <p>Ethical principles of Fazer Group Fazer's ethical principles are based on international principles drawn up by the UN Global Compact, which aim to promote corporate sustainable development and good corporate citizenship.</p> <p>The ethical principles of Fazer Group are based on Fazer's common, strong values and they guide Fazer's employees in treating customers, co-operation partners and work colleagues in an equal and fair way. Through the ethical principles, Fazer as an employer is committed to providing all its employees in every country with modern and safe working conditions, and to looking after the employees' health, occupational well-being and work satisfaction, as well as treating every employee in an equal manner.</p> <p>In connection with adopting the ethical principles, a new Fazer Way Helpline service has been taken into use. The service offers all Fazer employees an opportunity to take contact anonymously in questions related to ethical principles.</p> <p>In the areas where we conduct business, we audit our suppliers to follow to the principles in our Code of Conduct.</p>
<p>2. Business should make sure that they are not complicit in human rights abuses.</p>	<p>We accept our responsibility for protecting the rights of employees and society in our operations.</p>
<p><u>Labour standards:</u> 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p>	<p>Our terms of employment comply with the provisions in collective agreements, national laws and the relevant ILO conventions.</p> <p>We allow the employees to be represented by trade unions and to enter into collective agreements.</p>
<p>4. The elimination of all forms of forced and compulsory labour</p>	<p>We do not accept methods which restrict mobility or which entail the use of involuntary or forced labour.</p>

<p>5. The effective abolition of child labour</p>	<p>The minimum age for employment at Fazer is 18 years. We are active in international collaborative efforts to improve the working conditions of those active in producing our raw materials, such as cocoa. Fazer Confectionery is a member of the World Cocoa Foundation.</p>
<p>6. The elimination of discrimination in respect of employment and occupation.</p>	<p>Fazer's employee relations are characterised by equal treatment of every individual regardless of gender, religion, age, disability, sexual orientation, nationality, political views, social background or ethnic origin.</p> <p>Fazer wants to offer its employees an equal opportunities workplace. People working in an equal opportunities environment feel they are being fairly treated and this affects their well-being. Fazer's equality plan is updated every year, not only as a legal obligation but also as a concrete method of promoting equality. Its objectives include wage-related targets and seeking equal opportunities for development. It also encourages all employees at all organisational levels to aim for any position regardless of gender.</p>
<p><u>Environment</u> 7. Businesses should support a precautionary approach to environmental challenges</p>	<p>In order to achieve our environmental ambition, Fazer Confectionery continuously improves its products and operations in order to prevent negative long-term impact on the environment.</p>
<p>8. Undertake initiatives to promote greater environmental responsibility.</p>	<p>Fazer Confectionery develops and employs resource-conserving methods and processes.</p>
<p>9. Encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Fazer Confectionery strives to use the best available technology that is economically achievable in every investment.</p>
<p><u>Anti-corruption</u> 10. Businesses should work against all forms of corruption, including extortion and bribery.</p>	<p>An element in the company Code Of Conduct. Fazer Confectionery does not allow offering of, requests for or acceptance of bribes.</p>