

## Statement of continued support by the Chief Executive Officer

To our stakeholders:

I am pleased to confirm that Hydnum Oy reaffirms its support of the Ten Principles of the United Nations Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Erkki Mäkäraäinen  
Managing Director, Hydnum Oy

## Human Rights

### Assessment, policy and goals

- Hydnum Oy is a registered employer in Finland and it complies with all Finnish laws and legislation. Related to Human Rights applies Equality laws 8.8.1986/609 and 30.12.2014/1325.
- Written Code of Conduct for Hydnum Oy is published 26.6.2017.

### Implementation

- Written descriptions/plans according to Finnish Equality laws 8.8.1986/609 and 30.12.2014/1325 has been executed and updated yearly in co-operation with employer and employees.

### Measurement of outcomes

- Employer satisfaction survey has been executed again in 2018. There has never been any investigations or legal cases related to Human Rights in the Company.

## Labour

### Assessment, policy and goals

- Hydnum Oy complies ILO Core Conventions. Hydnum Oy is a registered Employer and complies all Finnish laws and legislations. In touch with business partners applies for example law 22.12.2006/1233.

## Implementation

- In Hydnum Oy there is council for work safety and agreement with Companies providing occupational health care. Work safety council meetings will be held 4 times per year.

## Measurement of outcomes

- Personnel and education plan has been created and updated yearly in co-operation with employer and employees.

## **Environment**

### Assessment, policy and goals

- Hydnum Oy has an environment certificate according to EN/ISO 14001:2015.

### Implementation

- In the quality and environmental management handbook has been described the rules and instruction to be followed according to ISO 14001:2004 and to keep the certification continuously valid.

### Measurement of outcomes

- Measures:
  - scrap rate
  - amount of waste
  - usage of heating energy
  - usage of electricity
- External audits by customers occasionally and by DNV yearly.

## **Anti-Corruption**

### Assessment, policy and goals

- Hydnum Oy complies the UN Convention Against Corruption.

### Implementation

- Rules and instructions to avoid corruption have been written to the Company Code of Conduct and have been informed to the employees.

### Measurement of outcomes

- There has never been any legal cases, rulings or other relevant events related to corruption and bribery in Hydnum Oy.