



INTELLIGENT CARE. **maint
partner**

UN Global report

2.7.2019

Statement of continued support

2.7.2019

I am pleased to confirm that Maintpartner Group Oy reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, 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 sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Mr Pasi Tolppanen,

CEO, Maintpartner Group Oy

1. HUMAN RIGHTS

ASSESSMENT, POLICY AND GOALS

Maintpartner respects and supports the fundamental human rights as defined by the United Nations Universal Declaration of Human Rights.

We support fair and equal treatment of all our employees. Our code of conduct sets out the standards for responsible behavior for each individual employee. In the code of conduct we address topics such as keeping promises, showing respect, professional pride, communication and conflicts of interest.

We are committed to protect personal data and to comply with the General Data Protection Regulation.

We require also our contractors and suppliers to comply with these principles. It is a prerequisite to be accepted as approved supplier.

IMPLEMENTATION

- We treat people equally, respect our employees, and never accept, for example, discrimination of any kind or harassment. Our suppliers and subcontractors are required to comply with the same principles. We audit supplier's and subcontractor's performance on these.

- Our employees can report any misconduct to their supervisors or Maintpartner management.
- In the intranet, we have an application where feedback can be registered. We also have a procedure to handle the feedback.
- An e-learning course on our Code of Conduct is available for employees in our intranet and it is considered as a part of Maintpartner Induction Process.
- We have mapped the overall picture of our data processing procedures to ensure we understand the types of personal data we process, lawful reason to collect the data, where the collected data is stored and security measures used to protect it. We have updated our privacy statement and related internal instructions accordingly.

MEASUREMENT OF OUTCOMES

We carry out personnel satisfaction surveys annually where feedback on human rights including, for example, equality is assessed.

If any misbehaving is appearing, HR management together with supervisors and employee representatives follows strict procedures of correcting actions. Actions are monitored by systematic follow-up procedure.

2. LABOUR

ASSESSMENT, POLICY AND GOALS

We comply with all applicable labor laws and other regulations in countries where we operate. We expect also our suppliers, sub-contractors and other business partners do the same. It is a prerequisite to be accepted as approved supplier. The policy is set out in our Code of Conduct, which is published also on our web site. Health and safety at work are our top priorities.

IMPLEMENTATION

- We comply with the relevant labor agreements and the co-determination law.
- We have established Maintpartner's European Works Council which is a dialogue channel between employer and employees in matters that concern the people from different Maintpartner countries.
- We promote occupational health and safety as well as work ability by preventive actions and active risk management as well as by managing sickness absences. We respect the occupational knowledge of different age groups and share it amongst each other.

- We carry out regular observation walks and recognize near misses to ensure safe working conditions. We analyze the information on preventive actions taken and accidents to prevent further accidents. We also proactively make observations for improvements.
- We continuously develop working environment and train our employees in work safety.
- In the intranet, we have an application where safety, environment and quality related deviations are registered and a procedure in place to take corrective actions, where necessary.
- In our e-learning platform there are several courses on safety and environmental issues available for all employees.

MEASUREMENT OF OUTCOMES

We carry out personnel satisfaction surveys annually.

We follow up Rate of safety incidents, Number of reported near misses per employee and Sick leave percentage which have developed favorably during the past years.

3. ENVIRONMENT

ASSESSMENT, POLICY AND GOALS

Maintpartner is active in industrial service business and does not manufacture goods. Therefore our direct environmental impact is relatively small. Our goal is to minimize our environmental impact and to burden the environment as little as possible. We also help our customers to improve their environmental impact.

We require also our contractors and suppliers to comply with these principles. It is a prerequisite to be accepted as approved supplier.

IMPLEMENTATION

- We minimize the environmental impact of our work by improving our operations. We burden the environment as little as possible e.g. by decreasing our own and our customers' use of natural reserves, such as energy and raw materials.
- We pay special attention to energy efficiency related issues and utilize the improvement proposals made by our personnel by converting them into concrete actions for the benefit of our customers.
- As a decentralized organization we focus on avoiding unnecessary travels and thereby reduce our environmental impact.

MEASUREMENT OF OUTCOMES

We follow the number of environmental deviations and carry out analysis of environmental aspects at our sites. We follow improvement proposals of energy/environment related topics.

4. ANTI-CORRUPTION

ASSESSMENT, POLICY AND GOALS

We do not engage in corruption, extortion or bribery, and we are committed to prevent them. We do not allow any kind of bribery or other illegal payments when dealing with customers, suppliers, sub-contractors and other business partners. We act determinedly to prevent bribery, corruption and financial crime.

We do not accept hospitality, gifts, paid jobs on the side, or any other benefits that might affect or that might be used to affect our judgment.

We monitor our own actions to recognize possible conflicts in advance and to prevent their development.

We require also our contractors and suppliers to comply with these principles. It is a prerequisite to be accepted as approved supplier.

IMPLEMENTATION

- We have established ethical guidelines, our Code of Conduct, where zero tolerance on corruption is set out.
- Our Supplier and Subcontractor Requirements establish specifications for anti-corruption and ethical behavior.

MEASUREMENT OF OUTCOMES

During the reporting period we have no reported cases concerning violation of anti-corruption principles.