

Oomi Solar's ethical code of conduct



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Honesty and fairness in all operations

The ethical code of conduct is part of Oomi Solar's efforts to ensure responsible operations, and the basic principles are very straightforward. We must act in a fair, honest and reliable manner towards all parties. However, these three words can obviously be interpreted in a variety of ways, which is why specifications are provided in this code of conduct. When we all adhere to the same principles, we become a world-class team strengthened with shared goals.

This code of conduct (hereinafter 'Code of Conduct') defines the general principles based on which we treat each other, engage in business and manage the company's assets. All Oomi Solar employees, board members and other representatives are expected to comply with the Code of Conduct.

We adhere to laws and regulations

We observe all applicable national and international laws and regulations, international agreements and generally-accepted administrative methods. Oomi Solar's employees are expected to act in accordance with the laws and regulations affecting their respective work tasks. It is important to understand that neglecting laws and regulations can have serious repercussions both legally and in terms of our reputation.

Every person is equal to us

We respect different people, values and views. We look at all people as equal regardless of their gender, age, ethnic or national background, nationality, language, religion and conviction, opinion, disability, health, sexual orientation or other aspects related to their person.

Oomi Solar adheres to fair employment practices and human rights, employees' rights and employment-related laws and agreements.

We are committed to observing the principles of equal treatment with regard to all practices, guidelines and procedures regarding employment relationships.

We also comply with the relevant legislation related to the right to organise, privacy protection, collective agreements, employee representation, working hours, payroll policies and anti-discrimination.

We compete fairly

All of our operations adhere to the applicable requirements set forth in competition law. Related laws prohibit us from making any agreements with our competitors on the following aspects or similar matters: purchases, regional markets, sales promotion, terms of sale, production costs, distributions, prices, pricing practices and discounts.

We take the environmental impacts of our operations into account

We take the environmental impacts of our operations into account as comprehensively as possible. Where possible, we always aim to limit the negative environmental impacts of our operations.

We ensure data protection

We respect the right of our customers and employees to rely on us to protect their personal data. Oomi Solar handles all personal data in confidence and in accordance with the laws and regulations regarding privacy protection. However, within the framework of these laws and regulations, Oomi Solar is entitled to limit and control the use of business-related information and systems in order to secure the availability, accuracy and confidentiality of this information as well as business continuity.

Safety and health above all

We work together to ensure that the work environment at Oomi Solar is safe and healthy. We arrange work task orientation and hold regular employee discussions and performance reviews.

We ensure that all employees have social security and accident insurance coverage.



We are friendly

Our work community does not tolerate abuse, inappropriate behaviour, harassment or bullying towards employees, contractors, product and service suppliers, customers or any other people.

All forms of harassment are prohibited at Oomi Solar. The prohibition also applies to all passive forms of workplace harassment that are offensive and contrary to general views of morality. This includes inappropriate images, inappropriate language, offensive writings and indecent jokes. We know that in most cases, harassment is a subjective and personal experience, which is why we respect the views of all persons who feel that they have suffered harassment.

Freedom of speech involves responsibility

Oomi Solar acknowledges the basic right to freedom of speech and each private person's right to engage in political activity in accordance with the laws and regulations of their respective countries. We understand that the opinions and views we express as Oomi Solar's employees may potentially harm the company, so it is our obligation to avoid situations that can lead to this. We also understand that, when engaging in political activity as private persons, we must clearly specify that the views we express publicly are our own and do not represent the views of Oomi Solar the company. The same also applies to presenting other personal views in public.

Our service is based on honesty and trust

Oomi Solar's relationships with its customers and partners are based on honesty and trust. Responsible customer work means adhering to responsible operating methods in customer acquisition, treating all customers equally and fairly, and ensuring that our business activities do not provide an unfair advantage to any party.

We also require our partners to comply with ethical principles.

Oomi Solar is committed to anti-money laundering legislation, the prevention of tax evasion, and limiting its business partnerships to suppliers and partners that observe the applicable legislation.

Corruption and bribery are not part of our operations

Oomi Solar does not directly or indirectly engage in bribery, corruption or other inappropriate methods of influence for the purpose of gaining more business, avoiding losing business or steering authorities towards favourable decisions or similar outcomes. Oomi Solar requires its suppliers and other partners to do the same.

We do not accept or give business gifts that are excessively valuable or could be construed to go beyond reasonable hospitality in the context of regular business activity, nor do we offer other related benefits or services. It is prohibited to give, offer, accept or receive any monetary gifts.

Participation in an external event organised by a supplier or other partner is allowed if there is a business-related reason for the participation, the costs of the participation are reasonable and the arrangement does not conflict with the applicable anti-bribery guidelines. As a general rule, Oomi Solar should pay for the travel and accommodation costs. Approval for the participation and possible travel costs must always be obtained from a supervisor in advance.



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Secrets are made to be kept

Oomi Solar is committed to keeping the trade secrets of the company and its partners as well as all confidential business information gained through business activities. We recognise that if confidential documents containing business information and trade secrets fall into the wrong hands, it may weaken Oomi Solar's competitive position, cause financial losses and lead to a loss of trust in our company among partners and the public.

We strive for accuracy in our communications

Oomi Solar's communication principles state that our communications must be anticipatory, open, objective and topical. These principles also apply to supervision of interests. As an additional goal, the communications must be meaningful and relevant to each target group. The objective of our communications is to realise our mission and strategy. Oomi Solar's products and services are presented truthfully in all marketing and communications materials. We do not present misleading statements, and we strictly adhere to the instructions of responsible market communications. We do not comment on the activities of our competitors or any market rumours. Public statements regarding Oomi Solar may only be issued by the managing director or persons appointed by them.

Observing and monitoring the ethical code of conduct

All Oomi Solar employees are obliged to commit to adhering to this Code of Conduct. This obligation applies to everyone from the management team to supervisors and individual staff members. Oomi Solar applies a zero tolerance approach to violations of the Code of Conduct.

Every Oomi Solar employee must also strive to prevent infringements and report any that occur without delay. Supervisors must ensure that all employees know how to report possible misconduct. Fraudulent and malicious reports are prohibited. All cases of misconduct reported within the Oomi Solar organisation will be investigated. Reporting infringements of the Code of Conduct will not cause negative impacts to the reporting persons.

It is easier to prevent misconduct than handle the consequences. This is why all Oomi Solar employees must foster working methods that adhere to the Code of Conduct. Every Oomi Solar employee must strive to prevent possible infringements and report every instance without delay.

If you have a question regarding the right procedure in any situation, please contact your supervisor or the company's management. The management's contact details can be found at oomi.fi/oomilaiset.

We avoid conflicts of interest

Persons working for Oomi Solar must refrain from all activities that may cause a conflict of interest pertaining to the tasks handled by Oomi Solar and its staff. All conflicts of interest must be reported to a supervisor immediately.

A conflict of interest means a situation where personal benefit may or would appear to impact the unbiased and objective handling of one's work tasks.

Personal benefit can mean financial or other possible benefit to an employee of Oomi Solar. The concept also covers benefits to the family members, relatives, friends or acquaintances of Oomi Solar employees.

A conflict of interest is created if an employee or their family member is financially involved in a company that is a direct or indirect customer, contractor or product or service supplier of Oomi Solar. An employee or their family member benefiting from the interaction with a company of this nature is also regarded as a conflict of interest. As Oomi Solar's employees, we understand that the work we perform for the company must benefit Oomi Solar alone without creating any conflicts of interest.



Report any suspected misconduct

If you notice someone breaking the law, this Code of Conduct or other approved Oomi Solar practices or instructions or suspect that this has occurred, please report your suspicions immediately. All reported misconduct will be investigated appropriately, with as much discretion and confidentiality as possible.

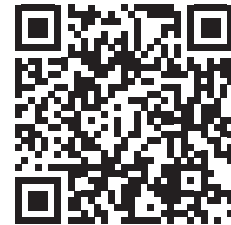
We do not condone any retributive or retaliatory measures against employees who report suspected misconduct in good faith. You do not need to know all the facts, simply believe that the information you have provided is true. However, it is not acceptable to knowingly present false accusations, lie to the investigators or interfere with the investigation.



How to report suspected misconduct

You can report suspected misconduct in the following ways:

1. If you, as an Oomi Solar employee, have questions or suspicions regarding another employee's breach of the Ethical Code of Conduct, you can contact your supervisor or the HR unit directly.
2. If you cannot discuss the matter with your supervisor and would prefer to talk about the matter anonymously, you can submit a report anonymously through [the Oomi companies ethical reporting channel](#).



BDO Oy manages the reporting channel on behalf of Oomi Solar. BDO is an independent party which preprocesses the notifications and only reports on them to designated responsible persons within Oomi Solar. Oomi Solar is committed to protecting the rights and privacy of all people who submit reports in good faith

Your reports and concerns can pertain to the following, for example:

- Suspected crimes and misconduct, and suspected misuse of property
- Suspected bribery and corruption
- Activities that violate competition legislation or unfair competition
- Activities that violate environmental or data protection legislation
- Discrimination, harassment and other violations related to personnel
- Other violations of legislation or our ethical principles