

A man and a woman are shown from the chest up, smiling at the camera. The man on the left is wearing clear safety glasses and a black jacket. The woman on the right is wearing orange safety glasses, large black headphones, and a high-visibility yellow and green safety jacket with 'AURAJOKI' written on it. They are in a factory or industrial setting with blue vertical bars in the background. A dark blue semi-transparent banner is overlaid across the bottom half of the image, containing the text 'AURAJOKI' and 'Code of Conduct'.

AURAJOKI

Code of Conduct

Aurajoki in Brief

Aurajoki Oy is a Finnish company founded in 1967 specializing in metal surface treatment and steel structures for infrastructure. It is the industry leader in Finland, serving also in the Nordics and Baltics.

We offer a wide range of economically efficient industrial services, from the production process to design, finishing and customer delivery.

VALUE PROPOSITION

Your sustainable partner

VALUES

Reliable and renewable

MISSION

We provide sustainable solutions

VISION

A leading pioneer in our field in Northern Europe

OPERATING PRINCIPLE

We offer high-quality products with fast delivery and excellent customer service

AURAJOKI

Introduction

This Code of Conduct is binding for all employees, management, and business partners of Aurajoki Oy. Its purpose is to support business practices that are guided by responsibility, integrity, equality, and environmental values in all operations.

Supervisors are responsible for ensuring that employees are introduced to the Code, its compliance is monitored, and any violations are addressed without delay. Each employee is personally responsible for understanding and adhering to this Code.

We expect our suppliers and subcontractors to operate in accordance with the same principles. Aurajoki reserves the right to conduct audits, inspections, and evaluations to ensure compliance with these requirements.

Laws, Regulations and Agreements

Aurajoki complies with all applicable laws, regulations, and collective labor agreements, which define the minimum requirements for our operations.

If there is a conflict between this Code and the law, the minimum requirements of the law shall be followed. If the Code sets a higher standard, that standard shall take precedence.

In financial reporting, we follow good accounting practices, ensuring that our records are accurate and reliable in all material respects.

Human Rights and Labor Rights

Aurajoki Oy operates in accordance with the ten principles of the UN Global Compact initiative. These principles guide our actions in the areas of human rights, labor rights, environmental responsibility, and anti-corruption.

Human Rights

- We support and respect internationally recognized human rights.
- We ensure that we are not complicit in human rights violations in our own operations or supply chains.

Labor Rights

- We respect employees' rights to organize and negotiate working conditions.
- We do not tolerate forced labor or any form of child labor.
- We promote equality and prohibit all forms of discrimination in recruitment and employment.

Environmental Responsibility

- We act with a precautionary approach regarding environmental matters.
- We develop and promote environmentally friendly practices and technologies.
- We reduce the environmental impact of our operations through continuous improvement.

Anti-Corruption

- We oppose all forms of corruption, extortion, and bribery.
- We require honesty and transparency in all business relationships.

Quality and Safety



Safety and Quality

Aurajoki provides a safe, healthy, and work ability-supportive working environment. We ensure compliance with safety instructions and measures, the use of required personal protective equipment, and the prompt reporting of any related negligence or deficiencies.

Occupational safety is continuously improved through training, guidance, and open feedback. The goal is to maintain a work environment where our personnel can work safely and deliver high-quality results with full commitment for the benefit of our customers. Aurajoki has a zero-tolerance policy for substance use during working hours.

Our operations are certified according to the quality standard ISO 9001 and the occupational health and safety standard ISO 45001. In addition to other measures, we are committed to continuously improving occupational safety and well-being at work, as well as to spreading best practices in cooperation with Nollis (Zero Accidents Forum).

AURAJOKI

Environment



Environment

Carbon neutrality and responsible operations are central strategic goals for us, as well as areas of investment for the future. In our plants and other operations, we are increasingly shifting not only to the use of renewable energy but also to improving conditions through new innovations. We apply these same principles across our entire production and supply chain, including our subcontracting partners. Our operations are certified in accordance with the ISO 14001 environmental standard.

We achieved carbon neutrality as the first company in our industry in Finland at the beginning of 2024 for Scope 1 and Scope 2 emissions. We publish an annual sustainability report that outlines our current status and goals for the future. In July 2024, we opened the most environmentally friendly hot-dip galvanizing plant in Europe in Lieto, utilizing the latest technology in the industry. The facility consumes significantly less energy, raw materials, and water than current hot-dip galvanizing plants.

We are part of several initiatives, including energy efficiency agreements. We are committed to Rinki (for reducing and recycling waste), and we recycle and treat the water we use. We also use various electronic environmental and energy management systems such as Ylva and EG EnerKey's SAAS service. In addition, we support organizations such as the Baltic Sea Action Group, which works to protect the Baltic Sea, as well as local water protection associations operating in the Kokemäenjoki River and Karvianjoki River catchment areas.

AURAJOKI

Ethics



Ethics

Aurajoki maintains a strict zero-tolerance policy toward bribery, corruption, and violations of competition law. No one shall be placed in a privileged position, nor may anyone pay, offer, or receive benefits that could influence business decisions or official activities.

Aurajoki operates with political neutrality. The company and its resources may not be used to support political positions or candidates.

We uphold our customer promises and take care of the well-being of our customers, partners, and personnel through all available channels to the best of our ability.

We speak up when we witness behavior that violates these principles. Aurajoki uses the Chamber of Commerce's whistleblowing channel to report suspected misconduct. This service helps collect signals of business-threatening or unethical activities and complies with legal obligations related to whistleblower protection.

AURAJOKI

People and Competence



Our skilled, experienced, and professional personnel, along with a positive working atmosphere, are the foundation of our operations. Over the decades, our expertise has been refined like a diamond. Our operations are aligned with quality standards, which is reflected in every stage of our efficient and responsible production chain.

Our activities are based on our values: reliable and renewable. Reliability is evident in being the best in our field, in professional and responsible conduct, and in the respect we show toward our customers, suppliers, personnel, the environment, and society. Renewability at Aurajoki is seen in our openness, our courage to address shortcomings, and our drive to continuously improve our operations together with our customers.

Employees represent the company also outside the workplace and in the digital world. We take care to safeguard the reputation of Aurajoki and our customers in all communication. The use of social media in any professional role requires adherence to our values and communication guidelines.

Data Protection and Information Security

Aurajoki handles all customer, personnel, and business information confidentially and in accordance with the law. Data is only accessible to those who have a work-related right to use it.

Digital data is stored securely within our systems and protected using up-to-date technical and administrative measures.

We are continuously committed to developing our information security practices and to training our staff to ensure the safe handling of data.

AURAJOKI

Your Sustainable Partner

www.aurajoki.fi