YIT Supplier Code of Conduct

Reliable and high-quality suppliers, subcontractors and service providers are essential to YIT's operations. Our aim is to develop mutually beneficial, long-term relationships with our partners. We want to ensure good conduct throughout the supply chain and we support developing our industry towards ever greater levels of responsibility and ethics.

YIT requires that its suppliers, subcontractors and service providers (hereinafter referred to as "suppliers") adhere to the following operating principles in all their operations, and ensure that these principles are also adhered to by their own suppliers and subcontractors participating in the production of services used by YIT.

1 Legal compliance

Every YIT supplier must comply with all applicable national and international laws and regulations. If the operating principles described in this document exceed the requirements laid out by the applicable laws and regulations, the supplier must satisfy the requirements described in this Supplier Code of Conduct.

2 Ethics

2.1 Payments and benefits

YIT has a zero-tolerance policy for extortion, bribery and corruption in the operations of its suppliers. The supplier and its employees must under no circumstances accept or give bribes to maintain or achieve a business advantage, or other advantage.

The supplier may not offer any trips, factory visits, social events, valuable gifts or any other benefits to YIT employees that are not reasonable and may inappropriately affect the business relationship in question. YIT employees must always pay their own travel and accommodation costs in the above mentioned circumstances.

2.2 Conflicts of interest

The supplier must avoid all situations that may involve a conflict of interest related to YIT, or which hold a potential risk of conflict of interest related to YIT's involvement. The supplier must inform YIT if any YIT employee is found to have financial links to the supplier's business operations.

3 Labour

3.1 Employee rights and non-discrimination

Where applicable, the supplier's employees must have the right to organize, the right to establish and join trade unions to protect their interests, and the right to collective bargaining.

The supplier must not allow any discrimination in its operations, such as discrimination based on age, gender, nationality, social status, religion, physical or psychological disability, political or other views, or sexual orientation. All types of harassment and workplace bullying must also be unequivocally prohibited.

3.2 Wages and working conditions

The supplier must pay all its employees at least the minimum wage pursuant to the applicable law or collective agreement. Working hours must be in compliance with the applicable law, collective agreement or
ILO conventions. The supplier must also adhere to applicable work permit practices and requirements pertaining to employee qualifications.

3.3 Child and forced labour

Pursuant to the definition set out in ILO Convention 138, the supplier must not employ children below the age of 14 or 15. If the legal age of employment pursuant to local legislation is higher than that stipulated by the ILO convention, the provisions contained in local legislation must be complied with. Pursuant to ILO Convention 182, children under 18 years of age must not perform work that is likely to harm their health, safety or morals. YIT does not condone forced labour of any kind. All employees must have the opportunity to resign from their positions subject to a reasonable period of notice.

3.4 Occupational health and safety

YIT takes occupational health and safety very seriously in both its own operations, as well as in the operations of its suppliers. All employees must have the right to a healthy and safe working environment. Providing a healthy and safe working environment requires particular attention in the construction industry and related operations, which may involve occupational health and safety risks. YIT construction sites have work safety instructions in place, and compliance with the instructions is mandatory for YIT’s own employees as well as subcontractors.

4 The environment

YIT promotes respectful of environment and sustainable construction business and requires following principles to be observed:

- The supplier must comply with all applicable environmental requirements stipulated by law and/or environmental permits.
- The supplier should protect the environment and use materials, raw materials, energy and natural resources effectively. The supplier should also minimize the amount of waste, prevent emissions (i.e. noise, dust, vibration and smell) and report all environmental protection related defects and observations to YIT. All environmental damages must be fixed and compensated.
- YIT promotes environment friendly and energy efficient alternatives always when possible.
- The supplier have to take care of the tidiness so that all requirements related to health, safety and environment are fulfilled. Dangerous or toxic waste has to be handled and segregated from other waste and to be removed from the site in appropriate way.
- Suppliers must also strive to reduce the environmental impact of their operations, products and services by following the principle of continuous improvement.
- YIT is communicating openly about its environmental work and suppliers have to support this with their own behavior.

5 Transparency

YIT is requiring from its suppliers transparency in decision making, processes and supply chain.

Open dealing, respecting of contracts and trust are important for the success of YIT and its business partners. YIT is choosing its suppliers by objective grounds in tendering process and personal reasons are not affecting the result. The same objective grounds are required from suppliers when choosing their partners. The quality, reliability, price, delivery competence and working methods have to be according to YIT’s requirements.

YIT’s supplier must ensure that any of its suppliers, vendors and subcontractors that participate in the provision of services to YIT also comply with this code of conduct in their operations throughout the supply chain, including the country of origin of products and services. The supplier must immediately inform YIT of any detected neglect of the principles set out in this code of conduct anywhere along the supply chain. The supplier must also immediately inform YIT of any events that could result in a negative risk to YIT’s reputation or have other business-related impacts on YIT.
YIT has the right to request documentation, conduct audits and carry out occupational safety measurements to ensure compliance with this code of conduct, on the supplier’s premises and business operations. The supplier must also, upon request, provide YIT with information on compliance with this code of conduct.

Every subcontractor, supplier and other entity in a contractual relationship to YIT Group (“Contracting Party”) shall in their business activities with YIT be obliged to obey the General Data Protection Act of European Union (2016/679) (“Regulation”). Any violation of the Regulation shall be regarded as a breach of contract. The Contracting Party shall be responsible for compensating all the damages to YIT incurred by the said action or breach. Should the action or breach of the Regulation be considered as a material breach, shall YIT have all the rights at its own discretion to terminate the contract with the Contracting Party and claim damages incurred by the termination in addition to the damages incurred by breach of the Regulation.

If YIT observes that the supplier has not complied with this code of conduct, YIT will provide compliance support in those aspects that are in need of improvement. YIT also reserves the right to cancel previously confirmed orders or to terminate its agreement with the supplier if the situation so requires.