

Senate Group's minimum sustainability requirements for suppliers

Senate Group requires its suppliers to commit to economically, socially, and environmentally sustainable operations, as well as to continuous improvement.

These minimum sustainability requirements are an integral part of the procurement contract entered into with the supplier. Additional or more specific requirements may also be agreed upon in the procurement contract.

The supplier shall ensure that subcontractors involved in fulfilling its contractual obligations also commit to the same requirements. The supplier is liable to the customer for the performance of its subcontractors in the same way as its own.



Regulatory compliance

The supplier shall comply with the applicable legislation, regulatory provisions, international agreements binding on Finland, collective agreements applicable to employment relationships and the terms and conditions of the agreements it has made with the customer.

The supplier shall not participate in cartels or other anti-competitive practices prohibited by competition law. The supplier shall comply with applicable sanctions regulations. The supplier's operations are not associated with money laundering, tax evasion, or other economic crimes.



Bribery and conflicts of interest

No member of the supplier's management or personnel shall promise, give, request or accept any financial or other unlawful benefit (bribe) for the purpose of inappropriately trying to influence the actions of the recipient.

The supplier shall maintain procedures to effectively prevent conflicts of interest arising from the interests of the supplier's management and personnel.



Environment

The supplier shall identify its environmental impact, strive to reduce emissions and the environmental load caused by its operations, and make efficient use of resources.

The supplier shall be responsible for identifying environmental risks associated with its operations, ensuring adequate risk management, taking appropriate actions to address risks that have materialised and for minimising the adverse effects caused by such risks.



Human rights & fair labour

The supplier shall respect international core human rights and fundamental principles and rights at work, such as the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, the UN Guiding Principles on Business and Human Rights, the conventions specified in the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, and the International Bill of Human Rights.

The supplier shall not directly or indirectly be involved in human rights violations. The supplier shall have procedures in place to identify and address adverse human rights impacts.

The supplier shall not tolerate forced labour or use child labour in any form. The supplier shall respect the employees' right to organise, join or not join the organisations of its choice, as well as the employees' right to collective bargaining. The supplier shall pay its employees at least the minimum wage, including overtime pay and benefits, in accordance with laws, regulatory provisions and the applicable collective agreement, and shall comply with the working hours in accordance with them. The supplier may not use deduction from pay as a disciplinary measure.

The supplier shall treat its employees non-discriminatively, equally, fairly and respectfully. The supplier shall not allow discrimination based on any personal characteristic or for any other reason that is not based on legislation or the requirements of the job. The supplier shall not allow any form of harassment or bullying of employees. The supplier shall respect everyone's right to privacy and shall process personal data in accordance with applicable legislation.

The supplier shall take into account occupational health and safety aspects, identify the risks related to them, and ensure of risk management and corrective measures for any risks that have materialised. The supplier shall ensure that its employees have the training required for their duties and that they have undergone onboarding for the job.



Reporting and oversight

The supplier shall without undue delay, provide the customer with the information requested by the customer to enable the customer to ensure fulfilment of these requirements.

The customer shall have the right to verify, either itself or through an agreed-upon independent third party, the information required to ensure compliance with the requirements regarding the supplier's operations. The supplier shall have procedures in place for reporting concerns and nonconformities related to the fulfilment of these requirements, as well as for processing such reports.



Penalties for breaching minimum sustainability requirements and failing to take action

If the supplier or its subcontractor violates these minimum sustainability requirements and fails to take remedial action without delay and in a manner approved by the customer, the customer shall have the right to restrict orders in accordance with the procurement contract or terminate the procurement contract.