



Premix Supplier Code of Conduct

Premix is committed to responsible, ethical, and sustainable business practices. All suppliers, subcontractors, and business partners ("Suppliers") must comply with this Supplier Code of Conduct and ensure the same standards throughout their supply chains.

1. Compliance with Laws and Regulations

Suppliers must follow all applicable national and international laws, regulations, and industry standards. When multiple rules apply, the strictest requirement must be followed. Suppliers must uphold good business practices and require the same from their own partners.

2. Working Environment

2.1 Health and Safety

Suppliers must provide a safe and healthy workplace, actively preventing accidents and promoting employee well-being. Premix expects suppliers to commit to continuous improvement in health and safety related issues.

2.2 Leadership and Processes

Suppliers must ensure their personnel follow clear values, processes, and guidelines and act with respect and integrity. They must provide adequate training and ensure employees have the knowledge needed to perform their work responsibly and to high standards.

2.3 Equal Treatment

Suppliers must not discriminate based on race, religion, age, gender, pregnancy, disability, sexual orientation, union involvement, or political opinion. Respect and fair treatment are required.

2.4 No Harassment

Suppliers must maintain a workplace free from harassment, abuse, and inappropriate behavior.

2.5 No Child or Forced Labor

Child labor, forced labor, bonded labor, and human trafficking are strictly prohibited. Employment must always be voluntary.

2.6 Conflict Minerals

Suppliers must ensure that products supplied to Premix do not contain conflict minerals as defined by EU's Conflict Minerals Regulation.

3. Fair Business Practices

Suppliers must comply with competition laws and act with integrity in the marketplace. Misleading communication, collusion, or unfair competitive behavior is prohibited.



Kosti Rämö

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4. Environment and Sustainability

Suppliers must operate responsibly, minimize environmental impact, comply with environmental laws, and support sustainable practices in areas such as resource use, waste management, and emissions.

5. Ethical Conduct

5.1 Conflict of Interest

Suppliers must avoid conflicts of interest and disclose any that may affect business decisions involving Premix.

5.2 Anti-Corruption

Bribes, improper payments, kickbacks, or any benefits intended to influence decisions are prohibited.

5.3 Gifts and Hospitality

Any gifts or hospitality must be modest, reasonable, and must not influence – or appear to influence – business decisions.

5.4 Anti-Money Laundering & Fraud

Suppliers must not engage in money laundering or any form of fraud, deception, or misrepresentation.

6. Supply Chain Responsibility

Suppliers must ensure that their own suppliers and subcontractors follow this Code. Responsible sourcing and respect for human rights are essential at all levels of the supply chain.

7. Data Protection and Confidentiality

Suppliers must protect Premix's confidential information and ensure secure, lawful handling of any personal data processed on Premix's behalf.

8. Reporting and Compliance

Suppliers must report any suspected violations of this Code or applicable laws to Premix. Non-compliance may result in corrective actions, suspension, or termination of the business relationship.