



barona.fi

BARONA'S CODE OF CONDUCT  
(Code of Conduct)

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In business operations of our own and our suppliers we require honesty, ethical conduct and commitment to taking responsibility for the financial, social and environmental effects of operations in accordance with the following principles.

## **COMPLIANCE WITH LEGISLATION**

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In its operations, Barona complies with all applicable national and international laws and regulations. In addition, we encourage adherence to international agreements and the generally accepted principles of good governance. Barona does not violate any laws or approve of such violations, nor does Barona ever encourage or instruct anyone to violate any applicable legislation.

## **CORRUPTION**

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Barona does not engage in bribery or blackmail in any form. This also applies to offering, promising, making or receiving inappropriate payments in order to gain a business advantage or other inappropriate benefits.

## **ENVIRONMENTAL ISSUES**

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Barona is committed to monitoring, predicting and reducing the environmental effects of its operations in a manner suitable for each individual business area. Among other things, we especially value any actions that are taken to reduce the use of plastic. In emission-intensive sectors, in particular, and in sectors requiring frequent travel, we pay special attention to our own carbon footprint, the monitoring of it and the objectives regarding the reduction of environmental impacts in the future.

## **EMPLOYEE RIGHTS**

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### **Human rights**

Barona is committed to complying with the principles of the ILO Declaration on Fundamental Principles and Rights at Work and to respect the universal human rights included in the UN's Universal Declaration of Human Rights. Barona respects the value, privacy and freedom of religion and conscience of each individual and does not accept any discrimination, harassment, intimidation or insults in any form in its own operations or its supply chains. Upon request, suppliers must be able to verify the monitoring mechanisms they have in place in terms of the fulfilment of human rights in their own operations and supply chains. Any acts violating human rights must be addressed and corrective actions taken immediately.

### **Discrimination**

Barona treats all employees equally regardless of, for example, race, age, nationality, religion, gender or sexual orientation.

### **Forced labour and child labour**

Barona has ensured, in accordance with the principles of the ILO, that it does not, in its own operations or supply chains, use or participate in the use of forced labour or hire persons under the legal working age. Persons under 18 are not hired for work that endangers their physical or mental development. If a supplier has active operations in developing countries, we value concrete actions that support the sustainable development of the local community.

## **Health and safety**

Barona is committed to actively ensure safe and healthy working conditions throughout its supply chain. Accidents and injuries must be prevented, and any accidents and dangerous situations related to occupational safety and health must be documented and investigated. In addition, we expect our suppliers to assess safety and health risks on a regular basis.

## **Freedom of association**

Barona is committed to respect the employees' freedom of association, right to join trade unions or similar employee representative organizations and the right to collective bargaining and does not discriminate on the basis of such actions. The minimum conditions for employment, as set out in legislation and collective agreements, must be complied with throughout the entire supply chain.

## **DATA PROTECTION**

Barona processes personal data responsibly, carefully and according to good practices. Communication concerning the processing of personal data and the rights of customers is open and clear. In its business operations, Barona complies with the requirements set out in the EU's General Data Protection Regulation (2016/679).