

NORDKALK SUPPLIER CODE OF CONDUCT

Nordkalk is the leading producer of high quality limestone-based products in Northern Europe. Limestone is one of the most important raw materials for the modern society. Limestone is an essential ingredient in the iron and steel industry, in construction, the pulp and paper industry, agriculture, environmental protection and in numerous chemical manufacturing processes. Safeguarding and restoring a clean environment is one of the most important areas of use for Nordkalk's limestone-based products today. Nordkalk is, in addition to committed to environmental care and sustainability, also committed to high standard of business ethics and integrity. Our values –Openness, Fairness, Modesty, Trust and Respect- guide our operations. Nordkalk expects all of its Suppliers to commit to sustainability and to adhere to similar good working standards and business ethics. The Supplier is expected to comply with the requirements set out in this Nordkalk's Supplier Code of Conduct. In addition, the Supplier and Nordkalk may agree on further standards in supply agreements. Nordkalk expects all of its Suppliers to work in the spirit of Nordkalk's values.

Legal Compliance

The Supplier is obliged to comply with the laws of the applicable legal system(s) including without limitation legal requirements and local rules regarding the environment, waste managements, labor, safety and product safety.

Human Rights

The Supplier shall comply with recognized international labor standards as defined by ILO and UN Global Compact.

The Supplier shall not use child or forced labor at any of its operations or activities.

The Supplier shall not tolerate corruption or bribery.

The Supplier shall respect human rights as defined by the United Nations' Universal Declaration of Human Rights.

Human Resources

The Supplier shall ensure the health, safety and security of employees, visitors and other people impacted by its operations. The Supplier shall comply with Nordkalk's Health and Safety requirements when working at Nordkalk's premises.

Environment

The Supplier shall minimize the negative environmental impact on soil, water, air and biodiversity and demonstrate continual improvement. The Supplier shall manage any waste

generated from its operations or from products or customer's assets in its possession, including the treatment of hazardous waste according to legislation or manufacturer's instructions.

Safety

All products and services shall meet the quality and safety criteria specified in relevant agreements and meet all legislative requirements.

All persons working for or representing Nordkalk's suppliers and contractors must comply with the "Occupational Health & Safety Guide for Nordkalk Corporation" when they are on Nordkalk premises.

Supply Chain

The Supplier shall ensure that all its sub-suppliers recognize and respect the requirements of this Supplier Code of Conduct.

Hannu Hautala
CEO