

Ropo

Supplier Code of Conduct

Ropo Group

2026
Kuopio, Finland

Purpose and Scope

Ropo Group ('Ropo') is committed to ethical, responsible, and sustainable business practices. This Supplier Code of Conduct applies to all suppliers and subcontractors providing goods or services to Ropo.

This Code is grounded in the 10 principles of the UN Global Compact. It outlines the minimum requirements for sustainable business conduct. If local laws and regulations set out a more stringent position than this Code, such regulations shall prevail. In cases of conflict between this Code and mandatory local law or regulation, the local law or regulation shall apply.

Environmental

Suppliers must take proactive steps to minimize their environmental impact in alignment with Ropo's sustainability goals. This includes implementing robust waste reduction and recycling programs, actively working to reduce greenhouse gas emissions, and prioritizing energy efficiency in operations. For example, suppliers should transition to renewable energy sources where feasible, use environmentally responsible packaging, and seek ways to optimize logistics to reduce transportation-related emissions. By adopting these practices, suppliers help Ropo uphold its commitment to protecting the environment and continuously improving sustainability efforts.

Social

Suppliers must ensure that all employment is freely chosen and must categorically prohibit forced, bonded, or involuntary labor in any form. Child labor is strictly forbidden, and all employees must meet the legal minimum age requirements as stipulated by applicable laws. Suppliers are responsible for fostering a workplace environment that is entirely free from discrimination—whether based on race, gender, age, religion, disability, sexual orientation, or any other protected characteristic. They must provide safe and healthy working conditions, including robust health and safety practices, appropriate training, and necessary protective equipment for all employees. In addition, suppliers are expected to fully respect employees' rights to freedom of association and collective bargaining, ensuring that workers can organize and negotiate collectively without fear of retaliation or interference.

Governance

Suppliers are required to uphold the highest standards of integrity in all business dealings and relationships. They must actively prevent and refrain from participating in any form of corruption, bribery, fraud, money laundering, or activities that could result in conflicts of interest. Furthermore, suppliers should adhere strictly to all applicable competition laws and ensure fair business practices. Any attempts to manipulate markets, restrict competition, or gain unfair advantage are strictly prohibited. Suppliers are

expected to implement policies and training to raise awareness among employees about ethical conduct and to establish robust internal controls to detect and address potential violations.

In addition, suppliers must comply fully with all relevant laws and regulations in the jurisdictions where they operate, including those of Finland, Sweden, Norway and applicable international standards. This includes, but is not limited to, regulations concerning labor rights, environmental protection, and data privacy. Suppliers should proactively monitor legal developments and ensure their practices and procedures remain current and compliant. Regular audits and assessments are encouraged to verify adherence, and any legal breaches or non-compliance must be reported promptly to Ropo Group.

Suppliers must ensure subcontractors meet equivalent standards and maintain systems to ensure compliance.

Management systems

Ropo has implemented a number of managements systems to ensure efficiency and customer satisfaction in our operations:

- ISO 9001 for Quality Management Systems
- International Standard on Assurance Engagements ISAE-3402 type 2
- ISO 14001 for Environmental Management Systems
- ISO/IEC 27001 for Information Security Management

We expect our business partners and suppliers to work systematically to an equal standard.

Information security

Suppliers are required to safeguard all confidential and sensitive information obtained through their business relationship with Ropo Group. This includes, but is not limited to, proprietary data, business strategies, technical documents, customer information, and any other information designated as confidential. To ensure a high standard of information security, suppliers must either hold a valid ISO/IEC 27001 certification or successfully complete Ropo's Third Party Frame Audit. These requirements help ensure that suppliers have robust systems and controls in place to prevent unauthorized access, disclosure, or misuse of confidential information. Suppliers should regularly review and update their information security practices to address evolving risks and maintain compliance with Ropo's standards.

Monitoring & Consequences

Ropo may audit supplier compliance and may terminate cooperation for serious breaches.

Ropo reserves the right to conduct audits to assess supplier compliance with the requirements outlined in this Supplier Code of Conduct. If any significant or repeated violations are identified during these audits, Ropo may take corrective actions, which may include providing guidance for improvement,

requesting a remediation plan, or, in cases of severe or unresolved non-compliance, terminating the business relationship.

Supplier Declaration

By incorporating this document into the service agreement, the Supplier acknowledge that they have read, understood, and accepted the Ropo Group Supplier Code of Conduct. The Supplier further commits to fulfilling all requirements and obligations set forth within the Code as a condition of the ongoing business relationship.