

Mint of Finland Ltd.'s Ethical Guidelines

1. Conformity to law and statutes

We are committed to conforming to national and international law, statutes and generally accepted principles and practices in all our activities. We respect the norms of different cultures and legal practices in all places of business. In cases and situations requiring interpretation, we resort to expert help.

2. Business activity principles

In our business activities, we follow generally acceptable, ethical and honourable principles and act openly and transparently. In our operations, we follow shared values and respect commitments made to our clients and our other interest groups. We inform our clients and interest groups openly, impartially and honestly of our operations. We maintain a mutual and continuous interaction with the authorities and various organisations. We do not finance parties or elections. As for non-profit donations, we take a moderate line.

3. Human rights

We respect and follow the principles of the United Nations' Universal Declaration on Human Rights. As an employer, our company respects workers' fundamental rights as defined by the International Labour Organisation.

4. Equality and working conditions

We follow all laws and regulations on equality. We respect workers' fundamental rights.

In their activities, our employees are committed to following strict safety measures due to the nature of their operations.

5. Health and safety

We wish to guarantee our employees safe working conditions that do not put their health at risk. It is our objective to prevent health hazards and accidents at work. We

work actively to minimise risks caused by the working environment. We maintain systems supporting the health and working capacity of our employees. These systems are destined to detect and prevent possible threatening or problematic situations and to quickly react to them.

6. Conflicts of interest

Our employees are always expected to act in the best interest of the company by abstaining from business relationships which may cause conflicts of interest. Our employees must avoid personal or financial actions which may be in conflict with their duties to our company.

7. Suppliers

Suppliers are an important and essential part of the Group's supply chain, and they are expected to act according to the same high legal, ethical, environmental and employee-related standards as Mint of Finland. Mint of Finland promotes adherence to these standards among its subcontractors and attempts to control their activities in this regard.

8. Environment

We support environmentally friendly activities. It is our objective to achieve environmentally sustainable development in all our operations.

9. Ethical guidelines in practice

Our ethical guidelines apply to all company employees. The guidelines are adopted by decision of the company's board of directors. Once the guidelines are adopted, it is ensured that the company personnel is familiar with them and follows them in all their activities.