

# Code of Conduct

**Dear colleague,**

Our Code of Conduct is a set of common guidelines and policies that define how we conduct our daily business. The Halton Way has traditionally been our guide to this: our values and how to implement them. As our business environment is increasingly adopting ambitious sustainability policies, the demands placed on each of us grow.

**We need to take a step further.**

**Sustainability is our choice.**

Halton's Board of Directors has decided that the group will implement a common Halton Code of Conduct. We believe that this is essential for us in order to increase our market share in large projects and to be the global leader in our business. At the same time, we are building an even more sustainable, comfortable and motivating place to work.

**Welcome to join us in this future!**



**"In the end, a sustainable way of conducting our business builds our competitive strength and helps us grow."**

Mika Halttunen, Chairman,  
Board of Directors, Halton Group

# Code of Conduct

As an international company, we build our Code of Conduct on international agreements, commitments and recommendations relevant to our operations. The most important of these are the United Nations Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, and the ILO Declaration of Fundamental Principles and Rights at Work and other relevant ILO conventions.

Besides ourselves at Halton, our business partners also have to endorse the principles of our Code. For this purpose, we have a separate Supplier Code of Conduct for suppliers and subcontractors as well as our representatives and agents.

Read more about our Code of Conduct for Personnel:

[Toimintaohjeisto](#) (Suomi)

[Code of Conduct](#) (English)

[Code de conduite](#) (Français)

[Verhaltenskodex](#) (Deutsch)

[Magatartási Kódex](#) (Magyar)

[Tatakelakuan](#) (Melayu)

[行为准则](#) (中文)

## Laws and Regulations



We comply with all applicable laws and regulations in each country that we operate in and strive to do it according to the highest standards.

## Human Rights



We respect human rights as they are defined in the UN's Universal Declaration.

## Employees



We value our employees and their professional and personal growth, respecting diversity. Occupational safety is among our highest priorities.

## Anti-corruption



We comply with the anti-corruption laws and regulations in our business environments and restrain ourselves from supporting political actors.

## Funds and Assets



We see to it that Halton's funds and assets are used for the benefit of Halton only.

## Competition



We respect healthy competition and restrain ourselves from cartels or any other unfair practice distorting competition.

## Environment



We commit to sustainable business practices. Environment is our key stakeholder from the point of view of both our products and our operations.

## Implementation and Monitoring



Every Halton employee has to pass Halton's eLearning course on the Code of Conduct. Implementation is monitored by management.

Read more about our Code of Conduct for Suppliers, Partners and Agents:

[Toimintaohjeisto](#) (Suomi)

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[Code de conduite](#) (Français)

[Verhaltenskodex](#) (Deutsch)

[Magatartási Kódex](#) (Magyar)

[Tatakelakuan](#) (Melayu)

[供应商行为准则](#) (中文)

