

Code of Conduct

At Delcon, reliability, integrity, and responsibility are fundamental values guiding our operations. This Code of Conduct defines the ethical and professional standards expected from all employees, partners, and representatives of Delcon Oy.

Organizational Code of Conduct

Delcon and its employees must comply with all applicable laws and regulations at all times. Delcon will not condone activities achieved through unlawful or unethical business practices, including bribery, illegal payments, rebates, or indirect contributions. All business conduct must withstand the highest level of public scrutiny. Employees are expected to act well above minimum legal requirements and ensure their actions cannot be interpreted as violating laws or regulations governing Delcon's operations. Employees uncertain about legal or ethical matters should consult their supervisor or seek appropriate legal guidance.

General Employee Conduct

Delcon expects employees to conduct themselves professionally at all times. Unprofessional behavior such as gambling, fighting, intoxication, abusive language, or similar conduct is strictly prohibited while working. Harassment of any kind, including sexual harassment or inappropriate conduct, language, or material, is not tolerated.

Conflicts of Interest

Employees are expected to perform their duties honestly and in the best interests of Delcon. Positions, information, or relationships gained through employment must never be used for personal advantage. If an employee believes a situation could create a conflict of interest, the matter must immediately be disclosed to management.

Outside Activities and Employment

Employees are encouraged to support charitable, educational, and civic activities. However, outside activities must not interfere with responsibilities at Delcon or create conflicts of interest that could compromise independent judgment.

Relationships with Clients and Suppliers

Employees should avoid investments or financial interests that could influence, or appear to influence, business decisions involving Delcon's customers, suppliers, or business partners.

Gifts, Entertainment and Favours

Employees must not accept gifts, entertainment, or favours that could influence business decisions or create the appearance of improper influence.

Kickbacks and Secret Commissions

Delcon strictly prohibits kickbacks, secret commissions, or unauthorized compensation related to business activities. Violations may result in immediate termination and legal action.

Organization Funds and Assets

Employees handling Delcon funds or assets must follow all internal procedures for recording, protecting, and managing company property. Fraud, dishonesty, or misuse of company assets is strictly prohibited. Company assets, including computers and communication systems, are intended for business purposes only.

Organization Records and Communications

Delcon maintains accurate and reliable records to meet legal, financial, and operational requirements. False reporting, misleading communications, deceptive marketing, or inaccurate records are prohibited.

Dealing with Outside Organizations

Employees must separate personal opinions from Delcon's official positions. Company resources and identification may not be used for personal or political purposes. Employees interacting with external parties must protect the integrity and reputation of Delcon and its stakeholders.

Prompt Communications

Employees are expected to communicate accurately, professionally, and promptly with customers, suppliers, authorities, and the public.

Privacy and Confidentiality

Delcon handles personal and financial information responsibly and in accordance with applicable laws. Information must only be collected, retained, accessed, and disclosed for legitimate business purposes and with appropriate safeguards.

Declaration of Conflict-Free Minerals

Delcon Oy does not purchase or use conflict minerals or materials that may directly or indirectly finance armed groups in the Democratic Republic of Congo (DRC) or adjoining countries. Delcon Oy declares that its products and materials are DRC Conflict-Free.

Economic Sanctions

Delcon Oy complies with all economic sanctions established by the Finnish Government and the European Union. Sanctions and restrictions are actively monitored through official government channels.

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