

Sustainable Procurement Policy

Policy statement and scope

We at Stalatable Oy have identified that we are a part of a value chain that has much wider impacts to sustainability than just our own operations. Therefore, we have defined this Sustainable Procurement Policy to manage the negative impacts and reinforce the positive impacts to Global sustainability.

The purpose of this policy is to integrate sustainability into our procurement processes, ensuring that our purchasing decisions consider environmental, social, and economic impacts.

This policy applies to all employees, contractors, and suppliers involved in the procurement of goods and services for Stalatable Oy.

Objectives

- **Reduced Environmental Impact:** To use emission intensity as a selection criterion for suppliers and use our position to encourage suppliers to minimize their environmental impact. We require verified emissions data that meets the GHG Protocol requirements whenever possible. We also require Conflict Minerals Reporting Template (CMRT) and Extended Minerals reporting Template (EMRT) declarations in accordance with the Responsible Minerals Initiative. We optimize our purchases to minimize the waste in our own operations.
- **Promote Ethical Sourcing:** To ensure that suppliers adhere to fair labour practices, respect human rights, and comply with ethical business conduct. Our approach is aligned with the UN Guiding Principles on Business and Human Rights (UNGP) and the UN Universal Declaration of Human Rights and we expect the same commitment from our suppliers. We explicitly prohibit any form of forced labour, child labour, or human rights violations in our supply chain.
- **Enhance Supplier Relationships:** To foster long-term partnerships with suppliers who share our commitment to sustainability and prioritize suppliers with the best performance.
- **Economic Sustainability:** We aim to achieve value for money by considering the total cost of ownership, including lifecycle costs and long-term sustainability benefits.

Commitments and principles

- Evaluate suppliers based on their sustainability practices, including environmental management systems, verified emissions data, labour practices, human rights compliance, and corporate social sustainability initiatives.
- Conduct assessments to identify sustainability and human rights risks, including forced labour and child labour, and implement action plan for high-risk suppliers.
- Monitor and audit suppliers regularly through surveys, self-assessments, and audits to ensure compliance with our requirements.
- Require CMRT and EMRT declarations to ensure responsible sourcing of materials.
- Provide training for employees involved in procurement to raise awareness of sustainable procurement and human rights due diligence.
- Establish a grievance mechanism for reporting suspected violations anonymously and ensure timely investigation and resolution.
- Take corrective action when non-compliance is identified: require suppliers to implement corrective measures within a defined timeframe, and terminate relationships if issues are not resolved.
- Report transparently on our progress, including identified risks, corrective actions, and performance against key indicators in our annual sustainability review.

Revision date 2025-12-10

Policy Review

This Policy has been approved by the Board of Directors of Stalatube on behalf of the entire group. The Executive Management Team is responsible for the implementation of this policy, with oversight from the Board of Directors.

This policy will be reviewed and revised at least annually or more often if needed to ensure it reflects current best practices and legal standards, and continues to meet the needs of Stalatube.