

Motiva Group's Ethical Guidelines

Motiva group's ethical guidelines are based on Motiva's values and the principles of both responsible business and the human rights declaration of United Nations. Motiva shall respect in its own operation the universal human rights determined by the above mentioned declaration and shall not hesitate to advance their realization in Motiva's operational environment. The company considers e.g. the freedom to think, to have an opinion, to express oneself as well as freedom of religion and peaceful assembly as universal basic rights. Further, nobody shall not be discriminated on the grounds of race, age, nationality, gender or sexual orientation. Motiva shall accept neither the use of forced labour nor child labour not to mention any other violation of human rights.

Motiva shall comply with local acts and regulations in its operation, and shall not allow any criminal actions.

Customers and Partners

Motiva forbids corruption and bribery in its operation. Motiva or its employees shall not pay, offer or accept bribery or illegal payments. Motiva encourages all its partners to follow these ethical guidelines and shall also treat all its partners fairly and equally. When necessary Motiva may demand quarantees that the business operations of the cooperation partners fulfill these criteria.

Motiva shall support neither political parties or groups nor their candidates or any other ideological activities.

Motiva's Employees

Motiva treats all its employees fairly and equally according to Motiva's equality plan.

Motiva's personnel shall be required to advance the benefit of the company and to act responsibly. An employee shall not compete with Motiva. It is absolutely forbidden to release confidential customer or other information to outsiders. Likewise it is forbidden to use such information against the interest of the company.

Each employee is expected to follow these ethical principles in his/her daily work. Motiva's employees must avoid situations where company's interests conflict with their own personal interests. The employees must not profit from their position at Motiva or use any information received on behalf of their position at Motiva. The employees must not use Motiva's assets in order to gain personal benefit.

Motiva Group's Email: motiva@motiva.fi

Motiva's CEO is responsible for updating these guidelines. The guidelines in English have been translated from the original guidelines in Finnish.