

DNA'S SUPPLIER CODE OF CONDUCT

1 DNA's corporate responsibility objectives

As a telecommunications operator, DNA plays a significant role in society by providing important communications connections and maintaining infrastructure that is critical to the operation of the society. DNA is committed to continuous business development, while considering the needs of its environment and stakeholders. As a responsible operator, DNA provides high-quality service to customers, and is a good employer and a reliable and innovative partner.

DNA's corporate responsibility efforts are goal-oriented. DNA has, for example, undertaken to reduce its greenhouse gas emissions, while the company's network infrastructure keeps expanding. Ethics in the supply chain are a continuous development target for the company. For this reason, DNA encourages its suppliers and subcontractors to observe social, economic and environmental responsibility considerations in their operations. More information on DNA's corporate responsibility objectives can be found in the company's Annual Report.

2 Scope of application of the appendix

This appendix is an integral part of the agreement between DNA Plc (hereafter DNA) and the Supplier. The Supplier undertakes to comply with the requirements specified in this appendix, the internationally recognised human rights as set out in the United Nations Universal Declaration of Human Rights, the basic international labour rights as set out in the basic conventions of the International Labour Organization (ILO), and all laws and official regulations in all countries where it operates. The Supplier agrees to apply the same requirements to its own suppliers and subcontractors and to control in a reasonable manner that the requirements are fulfilled.

The Supplier undertakes to provide relevant information on compliance with these requirements on DNA's request. Moreover, DNA has the right to carry out a quality audit of the Supplier and specifically with reference to the requirements set out in this appendix upon notifying the Supplier of the audit within a reasonable time in advance. The Supplier is obliged to contribute to such an audit.

If necessary, DNA and the Supplier will review the implementation of the requirements defined in this appendix in a joint effort to further develop responsible operations as referred to in this appendix.

DNA encourages the Supplier to consider in its operations not only the requirements set out in this appendix but also the OECD Guidelines for Multinational Enterprises: <http://www.oecd.org/corporate/mne/>.

3 Code of conduct

3.1 Human rights

The Supplier undertakes to respect internationally recognised human rights as set out in the United Nations Universal Declaration of Human Rights. These include, but are not limited to, freedom of thought, opinion, conscience, expression and speech, and religion.

3.2 Child labour

The Supplier undertakes not to employ persons under the legal working age. The Supplier does not employ persons under the age of 18 for hazardous work or for work that can jeopardize the physical or mental development of a minor. The Supplier is encouraged to support initiatives and programmes that promote and contribute to the implementation of children's rights.

3.3 Forced labour

The Supplier undertakes not to subject its employees to forced labour, labour demanded to repay a loan or other obligatory labour. Employees are free to terminate their employment relationship after a reasonable period of notice. Employees are not obliged to provide any financial securities or to hand over their IDs or travel documents to the employer.

3.4 Occupational health and safety

The Supplier undertakes to attend to the occupational health and safety of its employees. The Supplier guarantees its employees a healthy and safe working environment under the laws and official regulations of each country where it operates and also international standards. Employees are not exposed to harmful or hazardous chemicals or working methods without appropriate protective equipment and training. Any dwellings provided by the employer to its employees must meet the employees' basic needs.

3.5 Freedom of assembly and association

The Supplier undertakes to guarantee its employees freedom of assembly and association, and freedom to negotiate collectively. All employees have the right to join or not to join trade unions and similar organizations.

3.6 Discrimination

The Supplier undertakes not to discriminate employees based on skin colour, gender, sexual orientation, religion, political opinions, national, ethnic or social origin, or a similar reason.

3.7 Treating employees with respect

The Supplier undertakes to treat its employees with fairness, respect and dignity. Physical or mental abuse, sexual or any other form of harassment, and threatening or intimidation are prohibited.

3.8 Working hours and pay

The Supplier undertakes to comply with the legislation concerning minimum pay and working hours in each country where it operates. The pay must be fair and ensure a reasonable livelihood. The working hours must not be unreasonably long.

3.9 Responsible operations

In its operations, the Supplier undertakes to forbid any form of unfair business relations, such as bribery, facilitation payments and money-laundering. The Supplier does not offer or accept any undue payments or other benefits of monetary value to promote its business. It is forbidden to use extortion and threatening to promote business. The Supplier is obliged to inform DNA of any conflicts of interests.

3.10 Environment

The Supplier undertakes to contribute to environmental protection and to comply with both international standards and the environmental legislation of each country where it operates. The Supplier minimizes the risks of environmental pollution or destruction in its operations and increases the efficiency of the use of limited resources, such as water and energy. The Supplier is encouraged to reduce the greenhouse gas emissions caused by its operations.

4 References

- The United Nations Universal Declaration of Human Rights <http://www.un.org/en/documents/udhr/>
- Core conventions of the International Labour Organization (ILO) <http://www.ilo.org/declaration/lang--en/index.htm>
- OECD Guidelines for Multinational Enterprises <http://www.oecd.org/corporate/mne/>