



Supplier Code of Conduct

March 2023

Introduction

Roschier Attorneys Ltd (“Roschier”, “we” or “us”) is a value-driven, leading law firm in the Nordics, with offices in Finland and Sweden. We are committed to the highest legal and ethical standards, and we expect companies and individuals who provide products or services to us, either directly or indirectly, (“Suppliers”, individually the “Supplier”) to aspire to the same standards in their business operations. This Supplier Code of Conduct provides the minimum standards we expect Suppliers to comply with and promote with their subcontractors and sub-suppliers, when doing business with us.

Ethical business practices

Suppliers must be committed to ethical conduct and highest standards of integrity in all their activities.

Compliance with laws and regulations

We expect Suppliers to comply with all applicable laws and regulations, including human rights laws, export controls and sanctions imposed by the European Union and the United Nations.

Suppliers must ensure that their representatives, employees, and suppliers and contractors do not undermine compliance with this Supplier Code of Conduct.

Human rights and the workplace

Suppliers must support the principles of the United Nation’s Global Compact, the United Nation’s Universal Declaration of Human Rights as well as the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

Specifically, Suppliers must ensure that there is no form of forced or involuntary labor, including modern slavery and human trafficking, or child labor within any aspect of their business. Suppliers must also be committed to providing a safe and hygienic working environment for their employees.

Anti-corruption and anti-bribery

Suppliers must not give or receive any gifts or payments that may be construed as bribes. Further, Suppliers must abstain from making any improper payments to obtain or retain business.

Fair competition

Suppliers must follow fair and competitive business practices and competition laws and regulations.

Environment

Suppliers must observe environmentally conscious business practices by identifying environmental risks and by striving to minimize any adverse environmental impacts of their business.

Suppliers must also obtain and maintain all necessary environmental permits and licenses.

Information security

Suppliers must keep all information received from us strictly confidential in accordance with any non-disclosure agreement and/or applicable legislation. Suppliers must ensure that information received from us is never disclosed to unauthorized people.

Data protection

Suppliers must – whether acting as a data processor or as an independent data controller – support Roschier’s commitment to the protection of personal data and protect Roschier’s confidential information, including personal data, in accordance with all applicable laws, any data processing or data sharing agreement, and highest industry standards.

Audit

Suppliers are required to provide Roschier any necessary information to verify their compliance to this Supplier Code of Conduct upon request.

If requested by Roschier, Suppliers are expected to permit audits conducted by Roschier or an independent auditor.

Misconduct

If the Supplier is found to be in breach of this Supplier Code of Conduct, the Supplier is expected to mitigate and remedy the breach immediately. The same applies to any breaches the Supplier may discover in its subcontractor’s or sub-supplier’s business or otherwise in its supply chain. Roschier reserves the right to terminate its business relationship with any Supplier who has materially violated this Supplier Code of Conduct with immediate effect.

Contact details

Suppliers may at any time contact Roschier in relation to this Supplier Code of Conduct at SCoC@roschier.com.

For questions or concerns about data protection and privacy, contact Privacy@roschier.com.