



Code of Conduct

Smarter trains. Better future.





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INTRODUCTION

At EKE-Electronics Ltd, we value honesty, integrity, respect, and ethical behaviour. This Code of Conduct sets forth our expectations for all employees, contractors, and stakeholders to uphold these values and act in accordance with our ethical standards.

This Code of Conduct is not exhaustive and does not cover every situation that may arise. However, it provides the guiding principles that all employees and contractors are expected to follow. Our management processes are built in accordance with our Code of Conduct. We expect all employees and contractors to understand and comply with this Code of Conduct, and we will regularly review and update it as necessary. By adhering to this Code of Conduct, we demonstrate our commitment to ethical business practices, social responsibility, and environmental sustainability.



MISSION STATEMENT

We strive for customer loyalty by providing world-class products and services and act responsively for our current and new key customers globally. Our products and services are innovative and exceed the market requirements. We are a profitable and sustainable growing company, and we improve our profitability through efficient operational processes. We attract and retain people by providing interesting work with opportunities to grow.



COMPANY VALUES

01

RELIABLE AND
FLEXIBLE SUPPLIER
FOR A LIFETIME

02

LEADING EDGE
TECHNOLOGY AND BEST
CUSTOMISED SOLUTIONS

03

HIGH QUALITY
IN EVERYTHING
WE DO

04

LONG TERM
COMMITMENT

05

EKE IS A GOOD
PLACE TO
WORK

EKE WAY

01

EKE TRUST

At EKE-Electronics, trust plays an essential role in our ethos. The employer provides agreed flexibility to employees, trusting that the job will get done efficiently and effectively. Employees, in turn, work in a manner that builds trust with both the employer and the customer, always keeping the company's interests in mind. This mutual trust fosters a positive and productive work environment, ensuring that everyone is committed to achieving our shared goals.

02

EKE SPIRIT

The spirit of the people who work at EKE-Electronics is truly international and inclusive. We pride ourselves on being open to other cultures, welcoming everyone regardless of their background. This international spirit is reflected in both our customers and employees, fostering a diverse and dynamic work environment.

WORKPLACE CONDUCT & ETHICS



RESPECTFUL WORKPLACE

We foster a culture of respectful and open communication and behaviour. We do not tolerate any form of discrimination, harassment, abuse or retaliation. We strive to create a safe and inclusive work environment for all employees and support their health and well-being through our occupational safety and healthcare programs.

All employees are expected to foster a workplace environment that is professional, inclusive, and respectful. Discrimination, harassment, bullying, or any form of disrespectful behaviour will not be tolerated. Employees should communicate courteously, value diverse perspectives, and work collaboratively to maintain a positive and supportive atmosphere. Any concerns regarding workplace conduct should be reported through the appropriate channels, and all reports will be handled confidentially and impartially. Respecting others, upholding integrity, and promoting a culture of mutual respect contribute to a productive and welcoming workplace for everyone.

We expect all employees to adhere to the policies and procedures outlined in the HR Staff Handbook.

COMMUNICATION

Effective communication is vital to our success at EKE-Electronics. We strive to maintain clear, open, and respectful communication channels within our teams and with our customers. Recognising the diverse backgrounds of our employees and customers, we are mindful of cultural differences and ensure that our communication is inclusive and considerate. We remember to include team members who are working remotely in our work and discussions.

Whenever possible, we prefer to have face-to-face meetings to strengthen our connections and enhance teamwork. Our commitment to transparent and honest communication helps build trust and supports our shared goals.

We recognise that remote workers rely heavily on electronic communications to perform their tasks. Therefore, it is important for everyone to be responsive to these requests, as remote workers cannot simply visit the office to discuss matters in person.

DISCIPLINARY ACTIONS

EKE-Electronics is committed to maintaining a professional and respectful work environment. Employees are expected to adhere to company policies, ethical standards, and legal requirements. Managers and supervisors must take immediate action if they observe any failure to comply with them. Failure to comply may result in disciplinary action, which will be applied fairly and consistently based on the severity of the violation.. The company will follow due process, allowing employees the opportunity to respond to allegations. All disciplinary matters will be handled confidentiality and impartially to ensure a fair and transparent process.

CONFLICTS OF INTEREST

We expect all employees and contractors to avoid conflicts of interest that may impair their ability to act in the best interests of our company. All conflicts of interest, whether actual or perceived, must be disclosed promptly to the appropriate personnel.

PROTECTION OF CONFIDENTIAL INFORMATION

We recognise the importance of protecting confidential information belonging to our company, customers, and partners. We maintain strict data security protocols and comply with all applicable data protection regulations. All employees and contractors must maintain the confidentiality of such information and use it only for authorised business purposes. Please refer to the EKE Data Security Policy for details of how we protect confidential information.

TECHNOLOGY USE AND SECURITY IN THE WORKPLACE

Each employee is allocated a workstation, which is intended solely for work-related activities and must not be lent to others. Employees are required to connect only to trusted networks and are responsible for maintaining network security when working outside the office.

WORKING WITH CUSTOMERS



PROFESSIONALISM AND INTEGRITY

We conduct all business interactions with honesty, fairness, and integrity. We honour our commitments and ensure clear and accurate communication.

CONFIDENTIALITY AND DATA PROTECTION

We respect customer confidentiality and handle all information with care, following industry best practices and applicable regulations. Confidentiality among customers is paramount; we refrain from disclosing details about other customers' affairs.

CUSTOMER-CENTRIC APPROACH

We prioritise understanding our customers' needs and delivering high-quality solutions that align with their requirements and expectations. We foster long lasting and reliable connections with our customers to ensure communication and understanding.

RESPONSIVENESS AND COLLABORATION

We respond to inquiries in a timely and constructive manner, fostering collaboration and open dialogue to achieve the best outcomes.

Example

A customer sends an inquiry to you that is out of your expertise. Respond to the customer that you are unable to answer, but you will forward the inquiry to correct person. Or give the customer an estimation of time how long it will take to get the answer.

COMPLIANCE AND ETHICAL STANDARDS

We adhere to all relevant legal, regulatory, and contractual obligations while upholding ethical business practices. With customers we follow the same rules to prevent discrimination, harassment, abuse or retaliation as we do inside EKE.

APPROPRIATE ATTIRE

We respect the customer and our co-workers by dressing appropriately to the task.

CONTINUOUS IMPROVEMENT

We seek feedback from customers to enhance our products, services, and processes, ensuring long-term reliability and trust.

COMPLIANCE AND LEGAL



LEGAL COMPLIANCE

We comply with Finnish laws and regulations, and international business practices and are committed to regulations and agreements with our stakeholders, including but not limited to, those relating to anti-trust, bribery, corruption, data privacy, and intellectual property.

FAIR COMPETITION

We are committed to competing fairly and ethically in the marketplace. We do not engage in anticompetitive practices such as price-fixing, market allocation, or abuse of dominance. We do not offer, give, receive, or solicit any form of bribe or corrupt payment, whether in cash or in-kind, directly or indirectly. We also expect our business partners to adhere to these fair competition standards.

Please see our Competition Compliance Guidelines for more information.

REPORTING MISCONDUCT

We encourage all employees and contractors to report any suspected or actual violations of this Code of Conduct or any applicable laws or regulations. We ensure that all reports are handled and examined seriously, confidentially, impartially and, if needed, anonymously. When necessary, we will take appropriate disciplinary action against any employee or contractor found to have violated this Code of Conduct or applicable laws or regulations.

Example

You notice that an EKE-Electronics employee acts against our Code of Conduct. Report what has happened through the Whistleblowing channel.

If you notice a Stakeholder's representative acting against their Code of Conduct, use their channel for reporting. You can also report what has happened to your superior at EKE-Electronics.

ETHICAL CONDUCT

We expect all employees and contractors to act with integrity and honesty in all their dealings with customers, colleagues, and other stakeholders. Our company is committed to upholding human rights both within our organisation and in the communities where we operate. We uphold fair labour practices and support the right of workers to associate and form unions freely. We do not tolerate any form of forced or child labour, and we provide fair wages and benefits to all employees.



ENVIRONMENTAL RESPONSIBILITY

ENVIRONMENTAL RESPONSIBILITY

Recognising the importance of environmental protection and sustainability, our commitment lies in minimising our environmental impact through responsible management of natural resources, reducing waste, and cutting carbon emissions. We also encourage our suppliers to adopt sustainable practices. Compliance with all Finnish laws, regulations, and agreements with our stakeholders is a priority.

Please see our environmental policy for more information



CONTACT US

EKE-Electronics Ltd.
Piispanmäentie 5
02240 Espoo
Finland

Phone: +358 9 613 030

Email: sales@eke.com

www.eke-electronics.com

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