

Nurminen Logistics — Supplier Code of Conduct

On the same track for responsible business

1. PURPOSE AND SCOPE

Nurminen Logistics conducts its business safely, responsibly and transparently. We expect the same principles from all suppliers, subcontractors and business partners ('Supplier'). This Supplier Code of Conduct complements the Nurminen Logistics Code of Conduct and defines the minimum requirements for suppliers. The Supplier must ensure that these principles are also followed by its own subcontractors.

2. COMPLIANCE WITH LAWS AND RESPONSIBLE BUSINESS STANDARDS

The Supplier shall conduct its business responsibly, ethically and transparently. The Supplier must comply with all applicable EU and national laws and regulations in the countries where it operates. The Supplier is expected to follow internationally recognised standards of responsible business conduct related to human rights, fair working conditions, environmental responsibility and ethical business practices.

3. HUMAN RIGHTS AND FAIR WORKING CONDITIONS

The Supplier treats employees with respect and fairness, prohibits child labour (minimum age 15), prohibits forced labour, debt bondage and human trafficking, ensures voluntary employment, and provides at least legally compliant wages, working hours and safe working conditions. The Supplier promotes equality and prevents discrimination.

4. HEALTH AND SAFETY

The Supplier complies with occupational safety laws, assesses risks and prevents accidents, ensures safe working practices especially in rail and terminal environments, provides necessary personal protective equipment (PPE), reports hazards and near misses immediately, and stops work if it cannot be performed safely.

5. ENVIRONMENT AND CLIMATE

The Supplier supports Nurminen Logistics' environmental objectives by complying with environmental laws, preventing pollution, minimising waste, using energy and materials responsibly, striving to reduce emissions

(e.g., route optimisation and reduced empty moves) and reporting environmental deviations without delay.

Nurminen Logistics aims to increasingly use suppliers who are able to report the greenhouse gas emissions of purchased logistics services in accordance with EN ISO 14083 and the GLEC Framework. The Supplier is therefore encouraged to provide emission data based on these standards whenever available.

6. BUSINESS INTEGRITY AND ANTI-CORRUPTION

The Supplier complies with anti-bribery and anti-corruption laws, does not offer or accept bribes or facilitation payments, avoids conflicts of interest and complies with competition laws (no price fixing and no market sharing).

7. PROTECTION OF ASSETS, CARGO AND INFORMATION

The Supplier protects Nurminen Logistics' assets, equipment, transport units and customer cargo, prevents damage, theft and misuse, handles data and documents confidentially, complies with data protection laws (e.g., GDPR), and follows Nurminen's security requirements. The Supplier also agrees to use the Nurminen Logistics name, logo, brand or other company materials only when specifically agreed and clearly authorised by Nurminen Logistics.

8. SUBCONTRACTOR RESPONSIBILITY AND MONITORING

The Supplier ensures that its subcontractors comply with this Supplier Code of Conduct, addresses misconduct without delay and provides requested information or documentation.

9. REPORTING CONCERNS

Supplier employees may report violations via Nurminen Logistics' anonymous whistleblowing channel: <https://nurminenlogistics.ilmoituskanava.fi/>. Retaliation against whistleblowers is strictly prohibited.

10. ACCEPTANCE

The Supplier confirms its commitment to comply with this Supplier Code of Conduct and ensure its implementation throughout its supply chain.