

CODE OF CONDUCT FOR PARTNERS – RECSEER OY

At Recser, we aim to be the best choice for implementing collection and recycling services in accordance with producer responsibility for batteries. Recser provides services professionally, safely, and efficiently, guided by the values of responsibility, fairness, expertise, and transparency. Our ethical principles, or Code of Conduct, describe the practices and commitments that facilitate operations aligned with our values, vision and ethically sustainable practices.

Recser wants to ensure the sustainability of its operations in partner collaboration by requiring ethical conduct from its partners as well.

Recser expects its partners to commit to the ethical guidelines and principles outlined in this Partner Code of Conduct document.

Legal and environmentally sustainable operations

At the core of our operations is the implementation of producers' statutory collection and recycling responsibilities, which are subject to extensive regulation. Adhering to all legal obligations is a fundamental principle for sustainable operations. Recser expects its partners to comply with all environmental legislation, including regulations related to batteries, as well as legislation pertaining to their waste management, transportation, and recycling.

We expect our partners to be aware of the environmental impacts of their operations and conscientiously reduce all environmentally harmful effects. We continuously develop our collaboration with partners to ensure the most efficient and environmentally sustainable practices.

Openness and transparency

Recser communicates openly and transparently, always respecting confidentiality obligations, and treats its partners fairly. Recser also expects its partners to commit to open and transparent collaboration.

Confidentiality of information and security

Recser ensures data security by adhering to data protection legislation and internal security guidelines, and handles personal data with the utmost care solely for legal and business purposes as outlined in our Privacy Policy. Recser safeguards confidential information and takes good care of both its own and its partners' data, and expects the same from all its partners.

Work well-being and safety

The well-being of employees and effective collaboration facilitate the continuity of operations. Recser ensures workplace safety by adhering to occupational safety legislation and its internal safety guidelines. Recser requires both its own staff and partners to use appropriate protective

equipment, for example, when working in waste disposal sites. We also expect our partners to commit to safety legislation and ensure the safety of their employees and subcontractors in an appropriate manner.

We are committed to collaborating professionally and in good faith, rejecting any form of bullying or harassment. Recser also does not accept any form of discrimination in its own or its partners' operations, whether it be based on a person's ethnic origin, gender, age, or any other personal factor. We also expect our partners to commit to non-discrimination and appropriate workplace behaviour.

Anti-corruption measures

We maintain a zero-tolerance policy for engaging in or participating in corrupt practices. Recser expects its partners to refrain from giving, offering, or accepting gifts or hospitality that may influence or be aimed at influencing decision-making, and to avoid situations of conflicts of interest. We expect our partners to maintain their finances responsibly in accordance with applicable regulations and to prevent any misconduct.

Labour rights

We adhere to the human rights defined in the Universal Declaration of Human Rights by the United Nations and the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work. We respect the rights of workers, comply with all labour legislation, and do not accept forced labour or child labour in any part of our supply chain.

Recser expects the observance of labour rights from its partners and their subcontractors as well. We require that our partners ensure the implementation of labour legislation from their own partners.

Reporting of misconduct

Open and transparent collaboration also crucially involves reporting any misconduct. For partners, the primary way to raise issues and concerns is to directly contact Recser's designated representative. If this is not feasible, the Chairman of the Board is also available.

Recser handles and evaluates all concerns it receives confidentially and independently. If necessary, it may engage an external partner to ensure independence in the assessment process.