

Tervakoski film 

CODE OF CONDUCT



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A FOREWORD FROM OUR CEO

Thank you for your interest towards our Code of Conduct. This code sets the framework of ethics, rules and policies in our workplace. They are based on the values that our whole company is built upon and guide how every employee should act for enhancing the common culture.

As our mission “Help the world reduce CO₂ emissions” clearly states, Tervakoski Films Group is committed to building a more sustainable and healthy living environment for everyone. This concerns us all on a global scale and also on a local level in our own company. We are a company of world-class specialists creating the world’s most sophisticated polypropylene capacitor films for the most demanding applications alongside with our customers. This demands us all to meet – and exceed – the expectations set to us.

This code of conduct is a central guide for our managers and employees to support their day-to-day decision making, serving the bigger purpose of creating the best possible work environment for us all and a company that we all can truly be proud of.

Jari Nurminen, CEO



CODE OF CONDUCT FRAMEWORK

These ethical principles apply to all Tervakoski Films Group employees. We expect all of our stakeholders, particularly suppliers to adhere to similar standards and to conduct their business ethically.

All employees are required to be familiar with the Code of Conduct and apply it in their everyday work. Failure by any employee to comply with the Code of Conduct may be considered as gross violation of work discipline and work rules.

Employees are encouraged to report unethical behaviour to both an appropriate senior manager and, at the same time, the Ethics Ambassador.

All reports of violations will be kept confidential. Tervakoski Films Group will not tolerate retaliation against any employee because they have made a report in good faith regarding a genuine suspected breach or violation of the ethical principles.

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THE CODE OF CONDUCT REFLECTS OUR COMPANY'S VALUES AND STRATEGY. THESE ETHICS GUIDE OUR EVERYDAY WORK AND HELP CREATE A SAFE WORKPLACE FOR ALL.

[Jari-Pekka Nurminen, CEO](#)





Trust

Trust is at the heart of our long-standing success. For over 100 years, we've fostered an environment where people stay, build lasting relationships, and honour their promises. We trust each other, and in turn, we strive to be a trustworthy partner to our customers and suppliers.



Commitment

Commitment runs deep within us. From our early days as a small company, we've built a family-like culture where everyone is given the opportunity to thrive. We're dedicated to doing our best, supporting one another, and giving back to the community.



Competence

Competence fuels our confidence. We know what we do, and we do it with excellence. Our team of multifunctional experts is laser-focused on innovation, continuous learning, and growing. Together, we are not only ready to face challenges — we are inspired to overcome them and deliver superior products to the world.

OUR CORE VALUES

Our values form the foundation of everything we do: shaping our culture, driving innovation, and ensuring we lead the way in the energy sector.

We want all of our employees and stakeholders to know and own our values. This way can be sure that the decisions they make in their everyday work are in alignment with our company goals.

Values guide our way

We don't just follow industry trends — we create them. Through continuous research and development, we stay ahead

of the curve, pioneering new capacitor film technologies that drive progress toward a more sustainable, emission-free world.

THROUGH INNOVATION,
COLLABORATION AND
COMMITMENT TO
EXCELLENCE, WE BRING
LIGHT TO THE INDUSTRY
AND MOVE THE WORLD
TOWARD A BRIGHTER,
CLEANER AND MORE
ENERGY-EFFICIENT FUTURE.

OUR CULTURE

How we treat others

Our relations with our employees and stakeholders are based on respect for the human rights, dignity of the individual and fair treatment for all.

We influence all our stakeholders to observe human rights according to the Universal Declaration of Human Rights in all countries of their business activities.

Positive work environment

Tervakoski Films Group gives a high priority on the health, safety, social principles and security of its employees and we comply with all relevant laws and requirements.

Our relations with our employees and stakeholders are based on respect for the dignity of the individual and fair treatment for all.

We value diversity among our people. The basis of diversity requires equal opportunities for all and we will not discriminate in the recruitment and promotion of employees on grounds of race, religion, national origin, colour, gender, sexual orientation, age, marital status or disability which are unrelated to the job in question.

Tervakoski Films Group will not tolerate any sexual or psychological harassment of its employees. Chicane and degrading treatment will not be tolerated.

Sexual harassment at work is defined as any unwanted conduct of a sexual nature in the workplace or in connection with work.

In the reasonable perception of the person concerned, this is:

a) used as a basis for a decision which affects that person's employment or professional situation

or

b) creates an intimidating, hostile or humiliating work environment for that person.

Sexual harassment refers to conduct which is unwanted and unwelcome to the recipient.

We prohibit the use of child or forced labour in any of our operations and we will strive to influence our stakeholders and suppliers to act similarly.

We will protect the right to privacy of employees. Data and information about our employees will be kept confidential and not used without their consent save where permitted or required by law.



REPORT CONCERNS:

Report via email, telephone or anonymous report form. Scan QR-code to access the form.



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OUR VISION OF A BETTER TOMORROW

Environmental responsibilities

We observe all valid environmental and other laws and directives as well as our intern principles, directives and procedures in order to protect the environment and eliminate potential negative effects on the ecology by all our activities.

Sustainable growth

At Tervakoski Films Group, our mission is to help the world reduce CO₂ emissions. The demand for our products is evergrowing, for as long as the world needs green alternatives, the world needs our expertise.

Climate change mitigation is at the core of our business, and we actively contribute to global carbon reduction efforts by providing high-performance capacitor films — one of the key components for capacitor units used in renewable energy distribution, electric transportation, rail, road and naval applications and industry and infrastructure applications.

We see ourselves as the industry forerunner, illuminating the path for our customers for future success. We lead the way helping businesses, manufacturers and communities transition to cleaner energy solutions.

OUR WAY OF DOING BUSINESS

Bribery and corruption

Tervakoski Films Group will not tolerate corrupt activities in any form. We require compliance with all applicable anti bribery laws.

The employee must never offer, give, accept and receive a bribe in any form.

Gifts and hospitality

The giving or receiving of gifts and hospitality can deepen understanding and expand relationships in everyday business life.

Gifts or hospitality can be received and offered as a form of understanding, friendship or hospitality, when they don't generate economical impact for the recipient.

In case a person feels unsure, it is best to consult a Senior Executive. Gifts and hospitality, that either are linked to some business advantages or makes the recipient feel obligated, are unacceptable.

Gifts and hospitality may not be offered to public officials.





Conflict of interest

Potential conflicts of interest must be avoided or, if unavoidable disclosed to the manager and discussed openly. Employees must disclose upfront any external engagement(s) that can be linked to the position of the employee in Terichem Tervakoski.

Political involvement

Employees of Tervakoski Films Group, in their personal capacity, are free to participate in politics. However political activities of employees cannot be provided on behalf of Tervakoski Films Group or in the conflict with the interests of Tervakoski Films Group.

Use of company assets

Company assets are primarily to be used for legitimate company business purposes.

Employees may occasionally use company resources such as a photocopier machine, telephone or email for personal purposes provided that there are no measurable increased costs, other employees are not distracted or inconvenienced by the use of those resources.

Protection of Tervakoski Films Group's assets is the responsibility of every employee.

REPORTING CONCERNS & KEY CONTACTS

We are committed to strict adherence to our Code of Conduct and encourage possible violations to be reported through the appropriate channels.



INTERNAL REPORTING CHANNELS

The Ethics Ambassador: Jan Bombara

nahlasovanie@sk.tervakoskifilm.com

+421 905 472 848

Anonymous reporting form
(Scan QR-code)

EXTERNAL REPORTING CHANNEL

Anonymous reporting form
(Scan QR-code)



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