

CORPORATE RESPONSIBILITY

Compliance with the laws and regulations

Teleste respects and complies with all applicable national and international laws and regulations and requires its suppliers and business partners to respect the same. The financial reports of Teleste are prepared in accordance with the International Financial Reporting Standards (IFRS) and the Finnish accounting and company legislation. Teleste complies with the Finnish Corporate Governance Code and the insider guidelines prepared by the Stock Exchange in its applicable version

Fair and transparent business

Teleste respects fair competition and is committed to comply with applicable antitrust and other laws regulating competition. This includes at least those laws, regulations and standards relating to bribery prevention, corruption, money laundering and financing for illegal or illegitimate purposes. Teleste will not co-operate with competitors in any manner that restricts competition, including price fixing, allocation of customers or geographic markets or bid rigging. Abuse of a dominant market or business position is forbidden.

Confidential information and IPRs are Teleste's valuable corporate assets and each Telestian is responsible for ensuring the proper protection of such assets. Teleste's employees respect the IPRs and confidential information of others and manage such rights in accordance with applicable laws.

Product quality and safety

Teleste's strengths include strong and versatile technological expertise and product safety. The key areas of technological development are the efficiency of products or solutions, quality-related features, modularity, smartness, processability, recyclability and cost of use. The aim is the production of smart, safe and durable products in order to enable Teleste's customers to provide a high quality of service experience to their own customers.

Reliable business

Teleste strives to be the preferred supplier to current and new customers. Co-operation with every business partner is based on trust, respect, honesty and confidentiality. Teleste is committed to long lasting partnerships and business integrity in order to offer the best solutions for customers.

PEOPLE AND ETHICS

Human rights

Teleste respects and complies with the protection of internationally recognised human rights, such as stated in the United Nations (UN) Guiding Principles on Business and Human Rights and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. Teleste does not tolerate in any context the use of forced labour, human trafficking or child labour.

Health, safety and well-being

Teleste is committed to providing a safe and healthy working environment for all employees and others working at Teleste's premises and requires the same from its business partners. Teleste seeks to promote healthy lifestyles and support activities that enhance employee health, well-being and everyday life balance.

Respect and diversity

Teleste promotes a diverse and equal workplace. Telestians represent different backgrounds, countries and cultures, but share the same values: customer centricity, respect, reliability and result orientation. Teleste handles equally and professionally and with respect all employment life-cycle related matters from recruitment to end of employment.

Teleste does not accept any form of discrimination, harassment or other offensive or inappropriate behavior from or towards its employees. Telestians are encouraged to open dialogue with management and colleagues to share ideas or concerns.

Leadership and engaged employees

Every Telestian has the right to excellent leadership that enables them to enjoy and succeed in their daily work and achieve common goals. The Teleste Spirit and company culture encourage employees' competence and passion. Teleste engages and motivates Telestians to share their employee experience by listening to them and systematically collecting their feedback.

ENVIRONMENTAL RESPONSIBILITY

Natural resources

Teleste aims for efficient and sustainable use of water, energy and materials in all operations. Waste generated at Teleste is sorted at source in order to increase the recycling and recovery rate.

The carbon footprint arising from transportation of materials and finished goods is reduced by applying a forecasting process, and by prioritising land and sea transport over air cargo.

Teleste strives to ensure that sourced materials come from ethically and environmentally responsible sources.

Products and services

Teleste's environmental responsibility considers the environmental impacts of its products throughout their life cycle. The environmental perspective is taken into consideration in product design, and recyclable materials are used where possible. Environmental awareness is reflected in the energy consumption, durability and serviceability of products.

In the service business, the main source of environmental load is CO₂ emissions. Choice of vehicles and route planning are used to reduce these emissions.

Continuous improvement

To achieve continuous improvement in performance, Teleste has identified environmental impacts of its operations and has set targets which are monitored regularly. It is important that everyone understands their own responsibilities with regard to environmental issues, in order to make the right decisions.

WHISTLEBLOWING

Teleste employees and other stakeholders are encouraged to report their concerns on possible misconduct in Teleste's business or other operations related to the company.

The whistleblowing communication channel ensures that whistleblowers can express their concerns anonymously and without fear of consequences.