

Code of Conduct of Finnpartnership

Finnpartnership is a program financed by the Ministry for Foreign Affairs (MoFA) of Finland and bound to ethical practices defining integrity and guiding principles of the cooperation.

This document sets out the most important ethical standards to be observed in cooperation between Finnpartnership and its Matchmaking counterparts in the partner countries with the status granted by Finnpartnership.

Finnpartnership has set compliance with the Code of Conduct as a condition for granting its Matchmaking status. Upon receiving the MM status from Finnpartnership, counterparts are obliged to observe this Code of Conduct throughout their activities in developing countries. In case these conditions are not respected, Finnpartnership shall suspend the granted status / cooperation with the entity in concern.

Finnpartnership is committed to doing business with a high degree of ethics and to comply with legal requirements that applies in the partnership countries. Same level of integrity is required from any entity affiliated with as a Finnpartnership's partner organization.

Finnpartnership's counterparts are to practice their business in a manner that is in line with Finland's Development Policy Programme's human rights based approach. Moreover, Finnpartnership demands that sector-specific international and national standards as well as minimum wage are fully respected and no excessive working hours are required.

The principles of cooperation include among others respect for human rights, environmental and social protection and sustainability as well as good business practices (where corruption, bribery and money laundering are not tolerated).

Finnpartnership and its counterparts welcome the dialogue with those who are affected by our operations. Within our sphere of influence we do our outmost best to ensure that in our cooperation, suppliers, subcontractors, agents, joint ventures and other partners abide by the principles set out in our Code of Conduct.

Finnpartnership's external stakeholder must make available decent i.e. safe and healthy working conditions. Equal opportunities must be provided to people regardless of race, gender, nationality, religion or ethnic affiliation without any discrimination or harassment. Complain mechanism must be available for employees and any person involved to report grievances in a manner that ensures proper review and action. Finnpartnership's stakeholders must recognize employees' rights to form or join trade unions in accordance with International Labor Organization's core labor standards. No person below applicable higher legal minimum age shall be employed. Use of forced labor or other forms of involuntary labor is strictly forbidden. Work contracts shall meet national minimum standards protecting employees' rights.

By signing this document the signatory confirms that the Code of Conduct of Finnpartnership is adhered to by the company that is registered for the Matchmaking service.

Signature:
