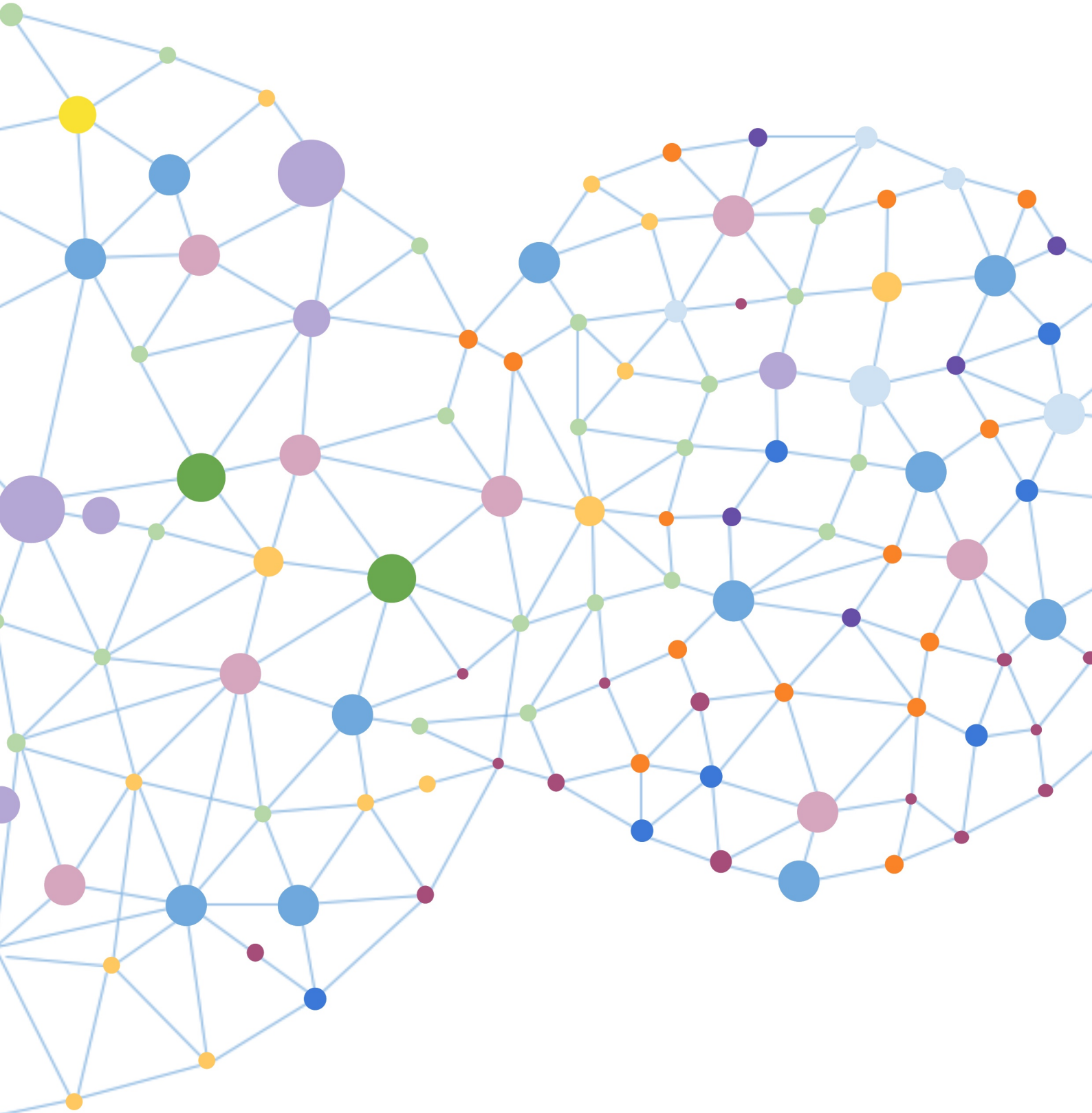




OY TRAMP AGENCIES LTD

Code of Conduct



Code of Conduct

Tramp Agencies is committed in conducting buisenes in fair and eticly correct manner. By following our Code in our day-to-day work, we can nurture trust from our customers, our business partners, our investors, our fellow colleagues, and other multiple stakeholders surrounding us. Trust in our empowers us on our journey forward, and such trust contributes to Tramp sugrowth.

All Tramp Agencies personnel must comply with our CoC. Violation of the Code may result in disciplinary action, up to and including dismissal. In addition, we expect suppliers, contractors, business partners and other third parties to meet the same standards we expect of ourselves.

In our daily work, we make decisions that could impact our partners and business. Each of us must make these decisions on an informed basis and in the best interest of Tramp Agencies and its partners.

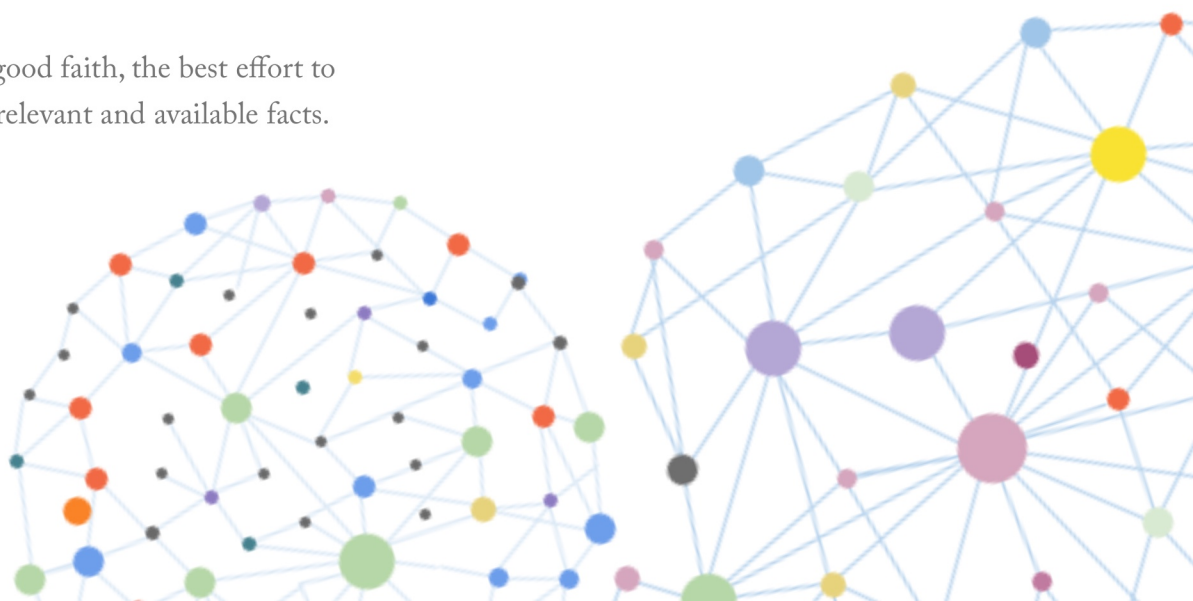
Before making business decisions, we make sure all the following criteria are met:

- It will not violate any applicable law, this code or any other buisnes policy.
- We have the authority to make decisions.
- It serves best interests of Tramp Agencies and its partners, does not involve personal interests or self dealing.
- We have made a good faith, the best effort to familiar with the relevant and available facts.

Tramp Agencies prioritizes the health, safety and well-being of our employees and business partners. That is why we adhere to applicable health and safety laws and policies.

We does not allow any form of retaliation against anyone for making a good faith report or for participating in an investigation.

Proven retaliation is itself a violation of the Code. Those who engage in retaliation will be subject to disciplinary action, up to and including dismissal.



Tramp Agencies code of conduct is divided in 8 sections

1.

Core Principles – Honest and Ethical Business Conduct, Relationship with Clients and Partners ,
Respect for Human Rights and Appreciating Diversity.

2.

Fair Labor and Employment Practices – Equal Employment Opportunity/Non-Discrimination, No
Forced Labor/Child Labor, Sound Labor and Employment Practices, and Work Environment (Anti-
Harassment/Anti-Discrimination/Health & Safety).

3.

Responsibility for Products and Services we offer – Product and Service Safety and Accessibility,
Advertising and Marketing, and Environmental Conservation.

4.

Protection of Intellectual Assets – Intellectual Property, Confidential or Proprietary Information,
Personal Information, and Information Security.

5.

Fair Business Practices – Fair Competition, Trade Controls, Fair Procurement, anti-corruption and anti-
money laundering.

6.

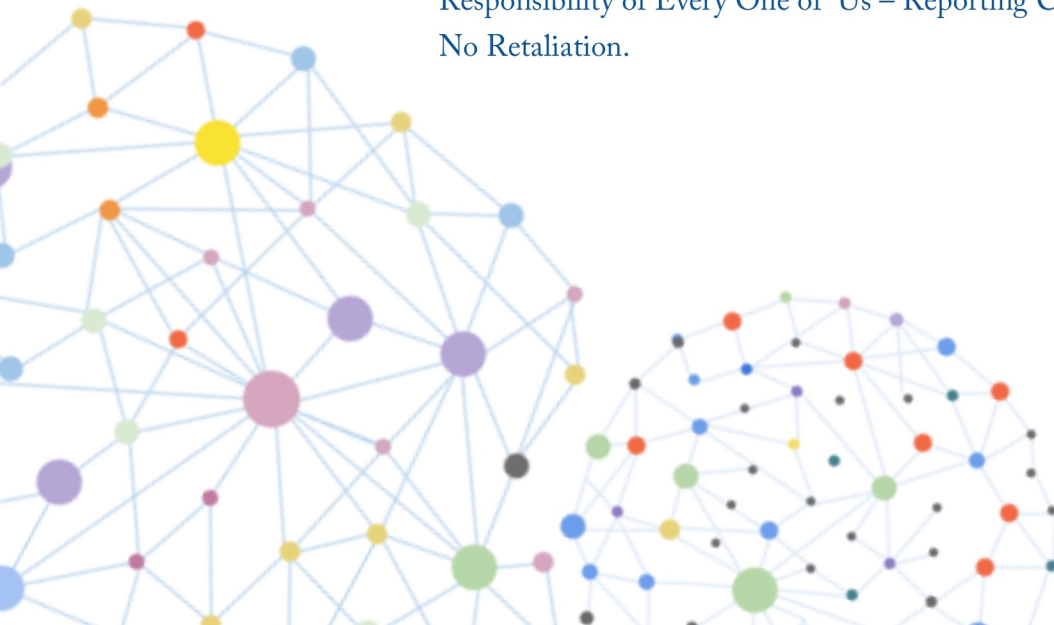
Responsible Business Conduct – Zero-tolerance policy towards corruption and bribery, Public
Disclosure, Recording and Reporting of Information, Tax Compliance.

7.

Ethical Personal Conduct – Insider Trading, Personal Conflict of Interest,
Corporate Asset, and Media Relations and Public statements.

8.

Responsibility of Every One of Us – Reporting Concerns and Hotline and
No Retaliation.





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