

NESTE SUPPLIER CODE OF CONDUCT

Purpose

Neste is committed to comply with the laws, regulations and conventions that apply to its operations. This Supplier Code of Conduct ("Code") defines the basic requirements Neste expects its suppliers to adhere to and implement throughout their business.

Neste operates with integrity towards its suppliers and treats them professionally, fairly and equally. A supplier's ability to meet the requirements of the Code is regarded as a significant factor when Neste is deciding initiating or continuing a business relationship with a supplier.

Principles

Compliance with laws, regulations and instructions

The supplier shall operate in full compliance with all applicable laws, rules and regulations where the supplier conducts business. In particular, the supplier shall ensure that all its duties, obligations and undertakings in relation to Neste are performed in a manner which does not infringe any law or regulation applicable to the supplier, Neste and the transactions between them. The supplier shall observe instructions given by Neste for the delivery or task in question.

Management systems

The supplier shall have appropriate management systems in place to secure adherence to the Code and the relevant and applicable laws and regulations.

Human and labour rights

The supplier shall comply with the fundamental conventions as defined by the International Labour Organization (ILO). The supplier shall not use any child or forced labour in any of its operations or activities and shall have a system in place to ensure compliance with this requirement.

The supplier shall respect human rights as defined by the United Nations' Universal Declaration of Human Rights.

Security, occupational health and safety

The supplier shall ascertain the health, safety and security of all its employees and provide them with a safe workplace.

Environmental impact

The supplier shall minimize any adverse impact of its operations on the environment and demonstrate continuous improvements in minimizing these impacts.

Business integrity

The supplier shall conduct its business in an ethical and responsible manner and shall compete fairly. Corruption and bribery are not tolerated in any form. The supplier shall ensure that sufficient procedures for potential conflict of interest situations are in place, and that accurate accounts and records are kept of business transactions.

Implementation of the requirements by own suppliers

The supplier shall ascertain that its own suppliers have implemented and shall comply with the requirements that meet or exceed the requirements set out in the Code.

Reporting of non-compliance and seeking advice

The supplier shall report immediately to Neste any non-compliance, whether actual or potential, with the Code. The supplier shall not permit any retaliation against any individual who, in good faith, seeks advice or reports a violation or a potential violation. To inquire about the requirements of the Code, or to report a violation or a potential violation against the Code, please contact suppliercode@neste.com.