

Reporting On Violations Against the Code of Conduct

All compliance concerns raised in TVO will be reviewed in accordance with an established process. Raising a concern about compliance with business ethics will not lead to adverse work related consequences. During the investigation of compliance concerns we ensure confidentiality, and do not take disciplinary actions against the person accused of misconduct or noncompliance until the investigation process has been completed. Those who violate the Code of Conduct will be subject to appropriate disciplinary actions.

The concerns may relate e.g. to matters concerning finance, practices, frauds, financial irregularities or other illegal acts, such as conflicts of interest, abuse of insider information, or bribes.

For purposes of accuracy, effectiveness and fairness of the investigation, TVO encourages people to submit their reports with their own name. However, reports can also be submitted anonymously.

Please identify and explain your concern in sufficient detail to facilitate the investigation.

The report may be submitted via the following channels:

- By sending an e-mail to Internal Audit: sisainen.tarkastus@tvo.fi

or

- By filling out the form below and pressing the "Send" button:
INTERNAL AUDIT /code of conduct

TVO considers the misuse of any of these channels unacceptable.

Compliance concern notification

Person, who the notification concerns: _____

Department/office/division, who the notification concerns: _____

When/repeatedly/once: _____

Abuse or misconduct: _____

The matter can be discussed with my superior: No	Yes
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Place/date _____

Name and telephone number