

The background features three large, overlapping circles. The leftmost circle is a solid dark blue. The middle circle is a dark blue gradient and contains a close-up, high-contrast image of a nuclear reactor's internal structure, showing metallic surfaces and structural beams. The rightmost circle is a light green gradient. Faint, concentric white lines are visible behind the circles, suggesting a ripple effect or signal waves.

TVO'S Code of Conduct

Teollisuuden Voima Oyj - Well-being with Nuclear Electricity

TVO'S CODE OF CONDUCT

TVO's code of conduct is based on the Company's values and ethical principles, and complies with OECD's Guidelines for Multinational Enterprises.

The Code of Conduct lays down TVO's principles of corporate social responsibility both for business practises and interaction within the Company and with the society. We expect all TVO employees as well as our partners and subcontractors to adhere to the principles laid down in TVO's Code of Conduct.

TVO is a nuclear power company and as such, the starting point in all activities is uncompromising adherence to safety culture and ensuring the safety of production. We promote high morals and quality in all our activities.

Responsibility

We produce electricity in a safe, economical and environmentally friendly manner.

We contribute to economic, environmental and social progress with a view to achieving sustainable development and well-being in our local area and in the Finnish society.

We abide by laws and regulatory guidelines and uphold good corporate governance principles. We apply effective management systems, risk management methods and self-assessment practices.

We respect the human rights of those affected by our activities. We expect companies acting in supply and subcontracting chains to comply with human rights and laws, and when operating in Finland, with Finnish employment conditions. We support our subcontractors in social dialogue on responsible supply chain management.

We act fairly, honestly, justly and equitably in relationships with our internal and external stakeholders. We do not discriminate against anybody on the grounds of age, gender, ethnic origin, religion, beliefs, opinions or other personal characteristics.

We promote good, safe and equitable working conditions. We are committed to the principles of equality in all actions related to our personnel.

Proactivity

We endeavour to prevent failures and non-conformities at our plant units by abiding by regulations and guidelines and following a structured approach in our operation.

We promote the competences of our personnel and their coping at work as well as a good spirit in the working

community. We encourage each other to look after our physical and mental well-being and to maintain balance between work and leisure.

We take good care of the assets of the Company, including knowledge, and only utilise them to promote business and the achieving of the Company's objectives.

We only operate with reliable suppliers and partners who commit to TVO's safety culture.

We refrain from transactions and retreat from situations, which could cause a conflict between the interests of the Company and the individual. We do not use our position or information obtained due to our position for personal gain or that of our family members. We do not accept or offer a bribe or any gifts or advantages, which go beyond normal reasonable business hospitality and contravene currently valid guidelines.

We cooperate with the government in the development and implementation of laws and guidelines.

TVO's dealings with stakeholders are guided by high ethical standards and thus reinforce confidence in the operations of both TVO and the stakeholder without compromising the reputation or impartiality of either one. TVO abstains from any support of political activities.

Transparency

We promote an interactive and transparent enterprise culture. We ensure effective communication of information among TVO's personnel and seek and distribute information actively and on own initiative.

We tell our stakeholders openly, honesty and swiftly about our activities and their effects in compliance with laws and the disclosure obligation. We engage in proper and interactive cooperation with our stakeholders. We participate in pluralist social dialogue related to energy production. We respect also the values and views of those who oppose nuclear power and our operation.

We participate in local development through cooperation with the local community and local businesses. We take into account the views of our stakeholders in relation to planning and decision making that may significantly impact the local community or the Finnish society.

We act in a transparent manner, yet retaining confidentiality. We do not communicate or disclose information that is confidential or related to privacy to persons who have no legitimate need for it.

Continuous improvement

We follow development in the energy and nuclear sector. We are actively involved in national and international co-operation networks where we provide information about our own plant within the framework of competition laws and utilise the feedback of experience from other plants in order to further develop our own operation and plant.

We continuously assess and improve our operation and production plant and remedy any identified shortcomings as well as prevent them from recurring. We encourage our personnel to report any defects and other findings. We do not lay blame, but develop our practises to prevent similar events.

We offer our personnel opportunities to undertake training and to develop their working skills and occupational competence. We support the goals of continuous learning through both on-the-job learning and formal training. We communicate our knowledge and experiences openly and actively thus supporting the development of one another and the hand-over of information among TVO's personnel.

We are open to new development opportunities, which promote safety, economic efficiency, competence, work practices and working conditions.

We actively seek to identify improvement opportunities and welcome development proposals from both inside and outside the company constructively and with an open mind.

Compliance with Code of Conduct

This Code of Conduct has been reviewed by the Executive Team of Teollisuuden Voima Oyj and in the Joint Meeting, and the Board of Directors has approved it in a meeting on 28 September 2012.

The entire personnel of TVO shall abide by this Code of Conduct and they are encouraged to contact supervisory or managerial personnel if there is doubt about the best practice.

Operation that contravenes the Code of Conduct shall be reported to a supervisor, a person who represents the Company management or internal audit. All reported suspected violations are investigated following a specified procedure.

The email address posted on TVO's internet and intranet sites can be used by anybody to confidentially and anonymously tell about any concerns and issues related to the Code of Conduct. We refrain from disciplinary action against persons who make bona fide reports on action that contravenes this Code of Conduct. The rights and the privacy of both the person who reports the violation and the alleged violator are protected in all circumstances.



www.tvö.fi



Olkiluoto

FI-27160 Eurajoki

Tel. +358 2 83 811, Fax +358 2 8381 2109

Helsinki

Töölönkatu 4, FI-00100 Helsinki

Tel. +358 9 61 801, Fax +358 9 6180 2570

Brussels

4 rue de la Presse, BE-1000 Brussels, Belgium

Tel. +32 2 227 1122, Fax +32 2 218 3141