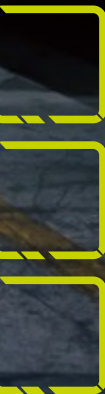




MÄKELÄ ALU



Corporate Responsibility Report 2023





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MÄKELÄ ALU

General

- Mäkelä Alu Oy in brief
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Responsibility is about going beyond compliance

The opposite of irresponsibility is not responsibility, but compliance.

Responsibility means setting your own goals for action when minimum standards are not enough to achieve the best impact for people or the environment. The real responsibility for the future starts where the requirements based on general capability end.

This is why responsible action is never easy, but it is always rewarding. It means challenging the status quo, but being able to create something new. It requires tolerating the risk of failure, but gives you the opportunity to succeed in new ways.

As owners and employees of Mäkelä Alu, we are committed to this kind of responsibility. Not just for ourselves or our customers, but for the future.

Towards a better tomorrow,

Petri Mäkelä
Chairman of the Board

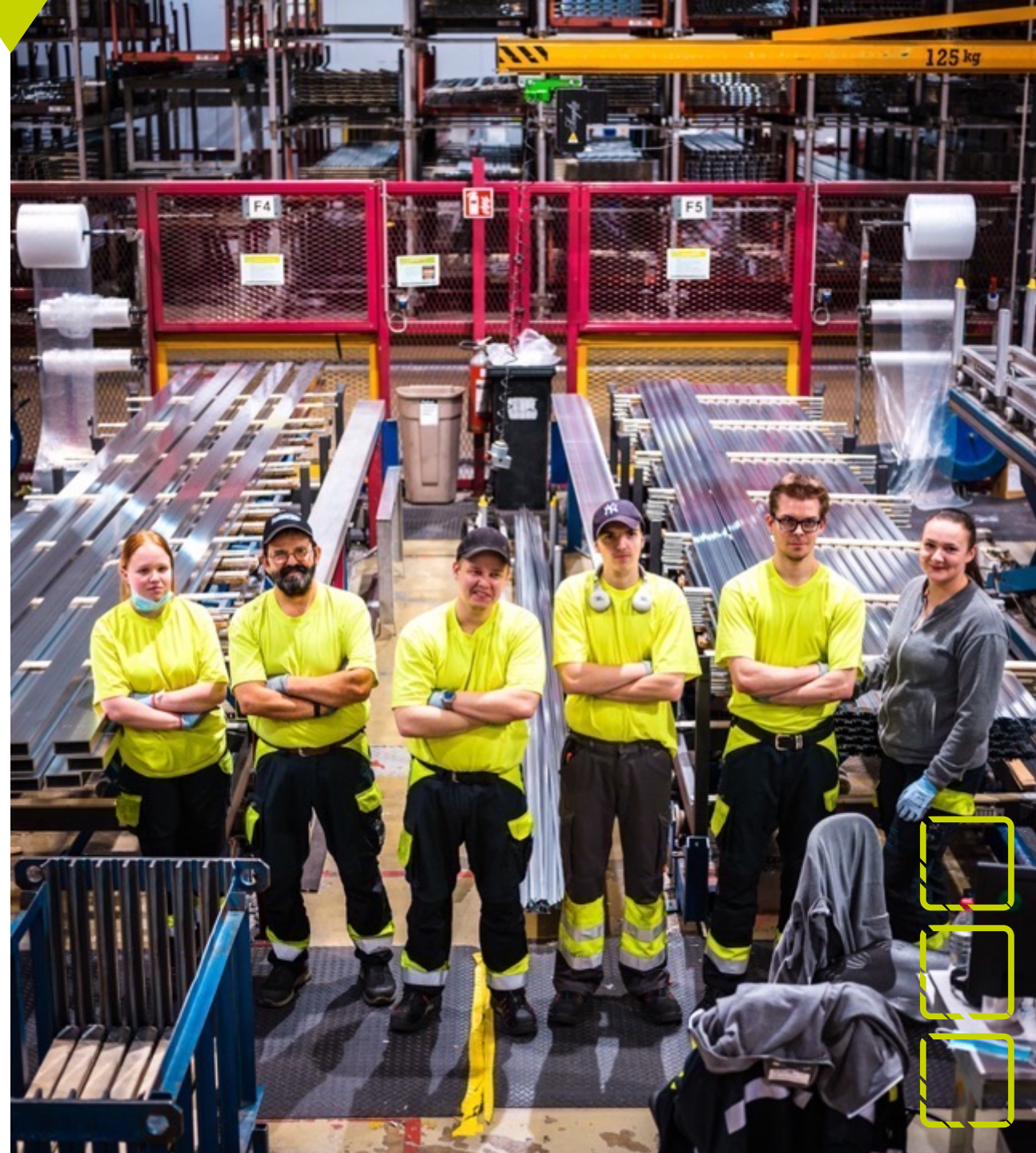


Building a sustainable future

At Mäkelä Alu, responsibility is deeply rooted in everything we do. It covers actions on environmental, economic and social issues. These principles have guided us from the very beginning.

For us, responsibility is not just a word, it's the daily, concrete actions we take to make it a reality – every day.

Our corporate strategy, values, management system principles and ethical guidelines guide our day-to-day responsibility work.



Key objectives of our sustainability work



Safety: We protect people, property and the environment.



Staff wellbeing and skills: We develop management skills and promote local prosperity.



Environmental friendliness: We reduce the environmental impact of our production and internal transport and fight climate change.



Honest and reliable business: We also maintain high standards with our partners.

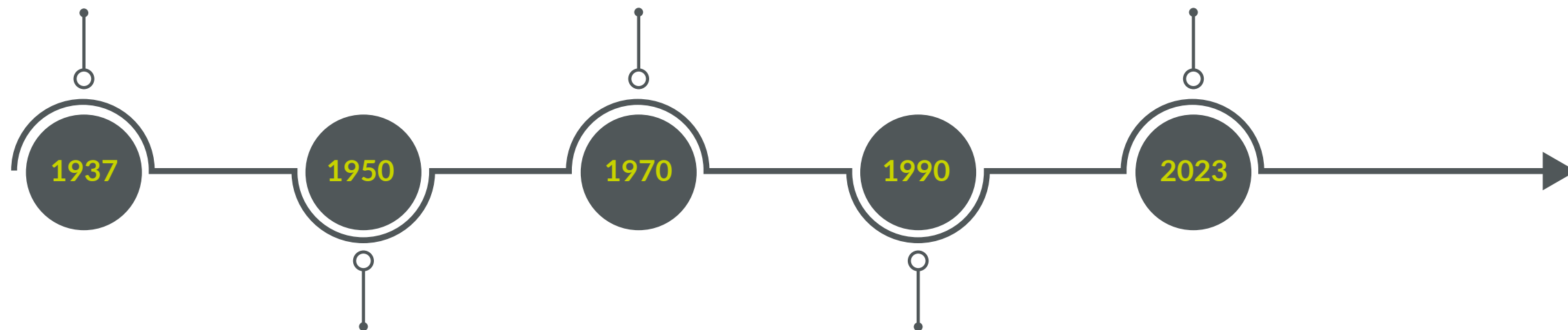


A family business with over 85 years of experience

At the age of 20, Fredrik “Reeti” Mäkelä made his dream come true and founded a sheet metal shop in Luoma-aho, Alajärvi in 1937. In the early years of the company, the business focused on the manufacture of stove coverings and various types of tinplate dishes.

The world changed, and by the time the company was taken over by Reeti’s first-born Esko in the 1970s, the company had already started manufacturing tin roof profiles. But the biggest change was yet to come.

The company has evolved and grown over the decades. We have always invested in the skills of our staff, and their wellbeing is well looked after. The Board is currently chaired by Esko’s son Petri Mäkelä.



During the war, shortages of materials and labour forced innovation and production was often reoriented. Already in the 1950s, Reeti foresaw that tinplate would be replaced by a higher quality material. A material that would come to define the future of the company.

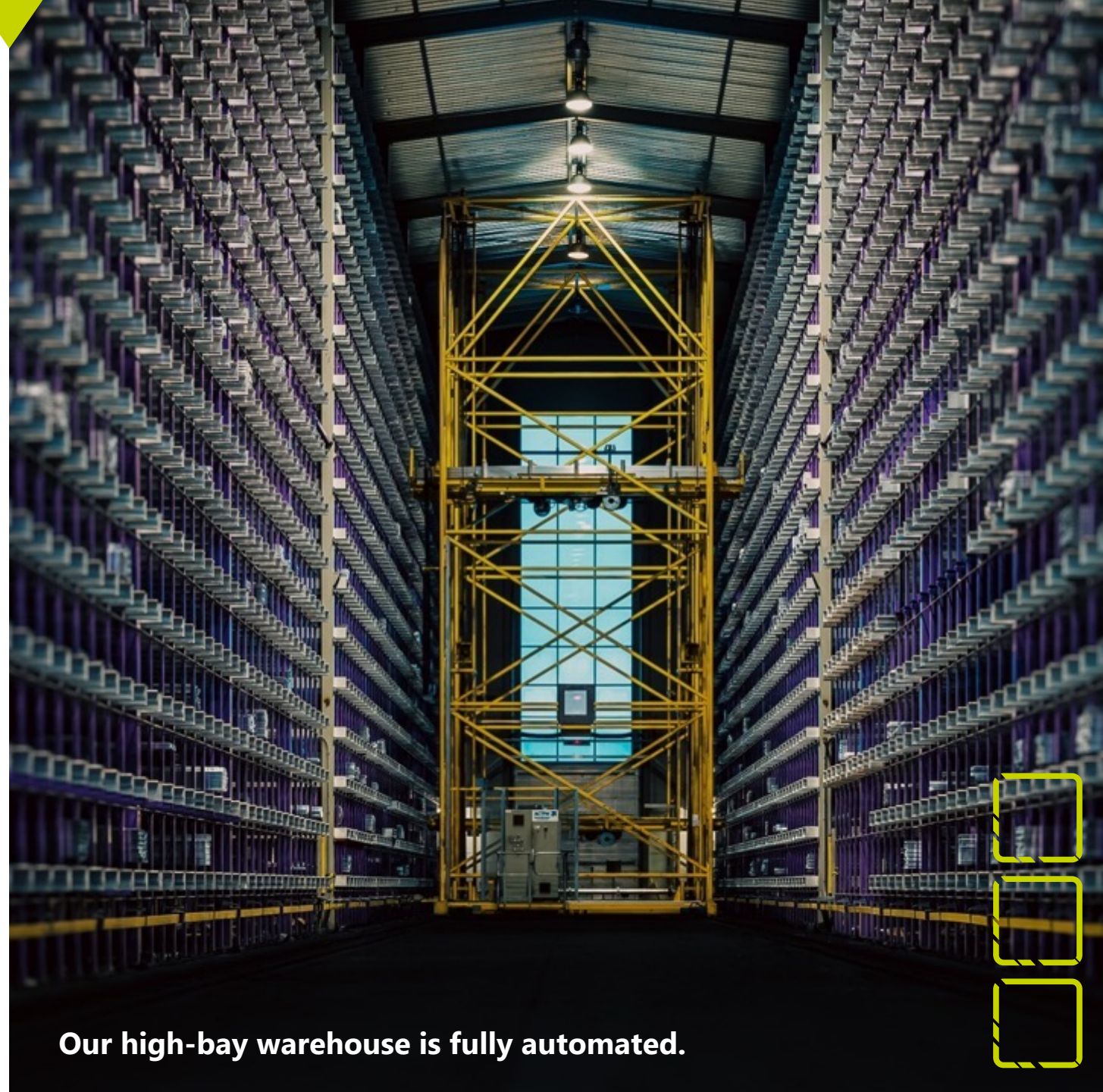
During a company visit in Norway in the early 1980s, Esko visited an aluminium extruding facility. Slowly, his interest towards extruding aluminium grew, and Mäkelä Alu started manufacturing aluminium profiles at the beginning of the 1990s.

Modern 2020s extrusion plant

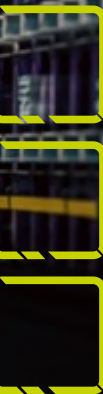
Our aluminium profile production has the lowest emissions in Europe. We are constantly renewing and improving our production to become more environmentally friendly, without compromising quality, efficiency, or safety.

In addition to profile production, we offer our customers a comprehensive service. Our services include surface treatment, design, storage, and transport solutions for aluminium profiles. The goal is always to find a solution that will meet the customer's needs and achieve the best and most cost-effective result.

Our factory and offices are located in Luomaaho, Alajärvi. We also have a branch in Voikkaa, Kuusankoski in Kouvola, and a subsidiary in Sweden.

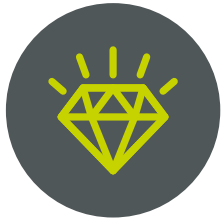


Our high-bay warehouse is fully automated.



Our vision and mission

Mäkelä Alu Oy is a pioneer in the aluminium industry, respecting the past but looking boldly towards the future.



Mission

We improve our customers' competitiveness while operating profitably and creating local prosperity



Vision

As a leading partner in the Nordic region, we manufacture profiles in an environmentally way and provide a superior service experience for the customer



Values

Everything is done as agreed
Genuinely close to the customer
We succeed together
We challenge tomorrow

Our strategy

1

Superior customer service experience

We are able to provide a superior service experience for the customer. We are better than anyone at identifying customer needs and providing the right product and service at the right price, at the right time, quickly and flexibly. This is why we are the most sought-after supplier and partner in the market.

2

Processes tailored to customer needs

Our processes have been developed according to the needs of our customers. All identified waste has been removed. Our processes are reliable and we are constantly improving them with the input of all our staff.



**A solar park installed by our customer.
Photo: Wisol Oy**



Our strategy

3

Top-level personnel and occupational safety

Our staff are internationally skilled, well-trained and passionate about their work. Our staff are not exposed to hazards at work and our safety is world class. We take good care of the wellbeing of our staff, they recommend us, and we are the employer of choice in our industry.

Our strategy

4

Cost efficiency and profitability

We are one of the most profitable suppliers of aluminium extrusions in Europe.

Our work is guided by a high level of cost awareness, and all staff are aware of the financial aspects of our activities.

5

Growth and continuous renewal of the industry

Mäkelä Alu Oy grows to become the leading supplier of aluminium profiles and productised services in Finland and a major supplier in the Baltic Sea region. We are constantly innovating to renew the way the industry works and create our own way of doing business. We are the best and most responsible player in the industry.



Key figures 2023



Ownership:

100 %

family business



Equity ratio:

64 %



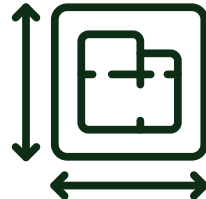
Turnover:

86.8 M€



Personnel:

262



Factory area:

35,000 m²



Aluminium produced:

16,200 tonnes



Share of surface-treated aluminium:

59 %



Export production:

33%



Salaries paid:

10.9 M€



Tax footprint:

16.7 M€



Customer satisfaction (eNPS):

76

(Q4/2023)



The principles that guide our work

Our work is guided by key international frameworks, which include:

- UN Sustainable Development Goals
- UN Guiding Principles on Business and Human Rights
- ILO Declaration on Fundamental Principles and Rights at Work
- Energy Efficiency Agreements implementing the EU Energy Efficiency Directive



Photo: Tapio Niemi

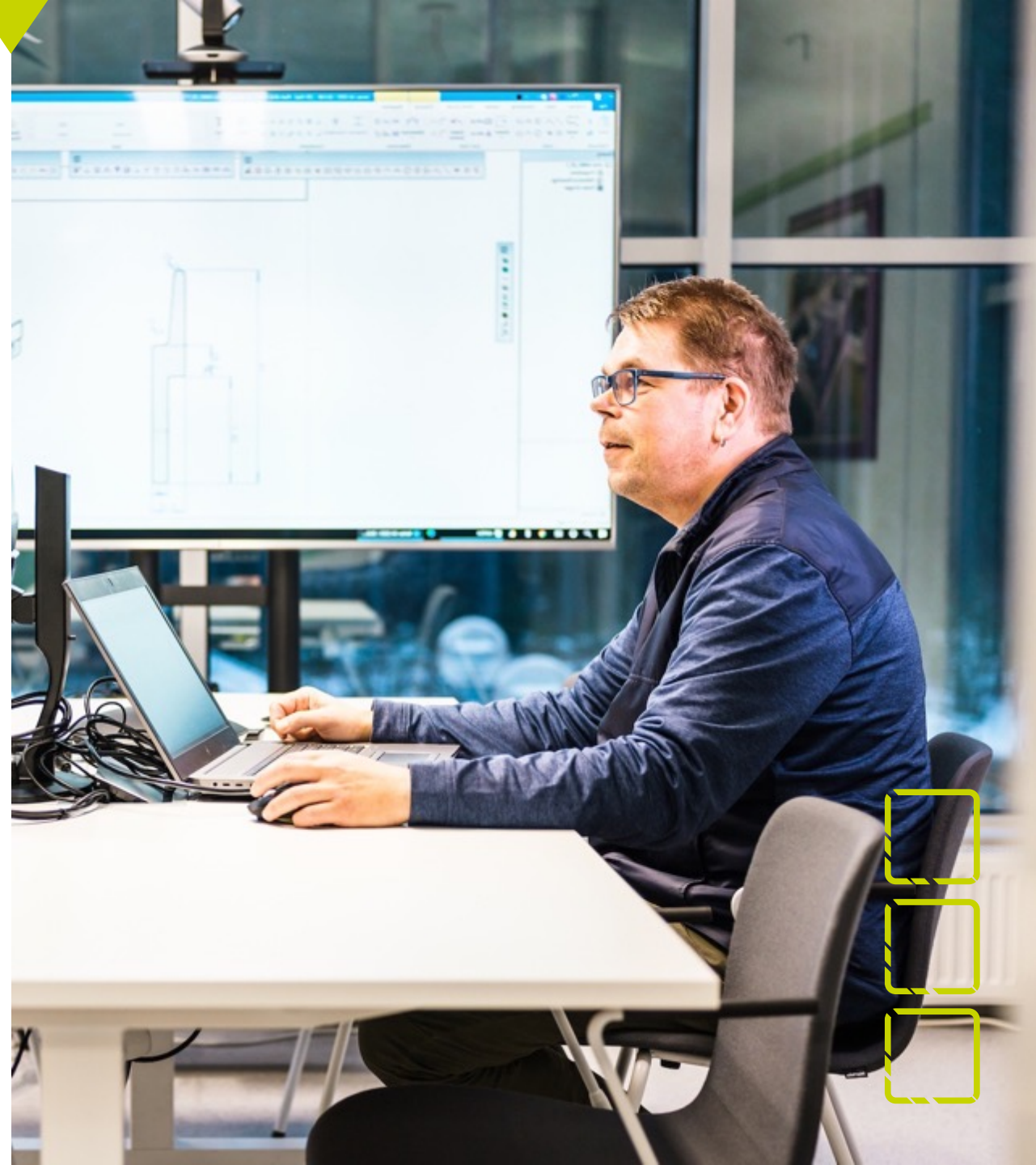
Our work is also guided by our own internal guidelines and objectives

- Our strategy
- Our company values
- Code of Conduct
- Responsibility requirements for suppliers
- Carbon neutrality target for 2025 for our own production and internal transport
- Guidelines and commonly agreed practices



The standards that guide our work

- **ISO 14001:2015**
Standard for environmental management systems
- **ISO 9001:2015**
Standard for quality management systems
- **ISO 45001:2018**
Standard for occupational health and safety management
- **EN 15088:2006**
Standard for aluminium and aluminium alloys and technical conditions for the delivery of products used in construction works



- **GSB Standard and Master Certificates**

All our powder-coating paint shops are GSB-certified

- **MED D and MED B certificates**

Our operations are MED-certified. MED (Marine Equipment Directive) is a European Union directive that, among other things, promotes safety at sea and prevents marine pollution.

We also comply with a number of other standards, including those relating to aluminium testing methods and the various stages of production.



As a company, we are committed to the UN Sustainable Development Goals

The UN Sustainable Development Goals (SDGs) define policies for a better tomorrow.



Of these, we have identified the four most central goals for us.



Decent work and economic growth

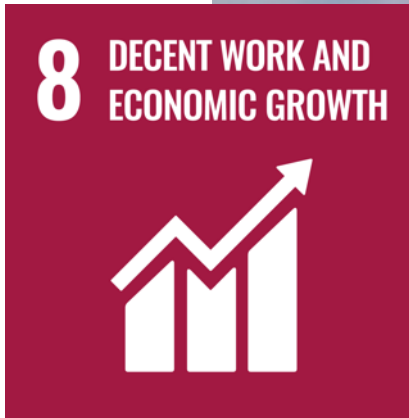
A sub-target of the UN Sustainable Development Agenda: Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value added and labor-intensive sectors.

Our objectives

Create profitable long-term business growth, enabling local and regional employment and an equal, balanced life.

Metrics

Number of employees, solvency.



Sustainable industry

A sub-target of the UN Sustainable Development Agenda for 2030: Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.

Our objectives

Lead the way in the areas of sustainability and planetary resilience. Supply the world's lowest emission aluminium profiles, with or without surface treatment.

Metrics

Carbon neutrality for own production and internal logistics in 2025. EPD emission value.



Local prosperity

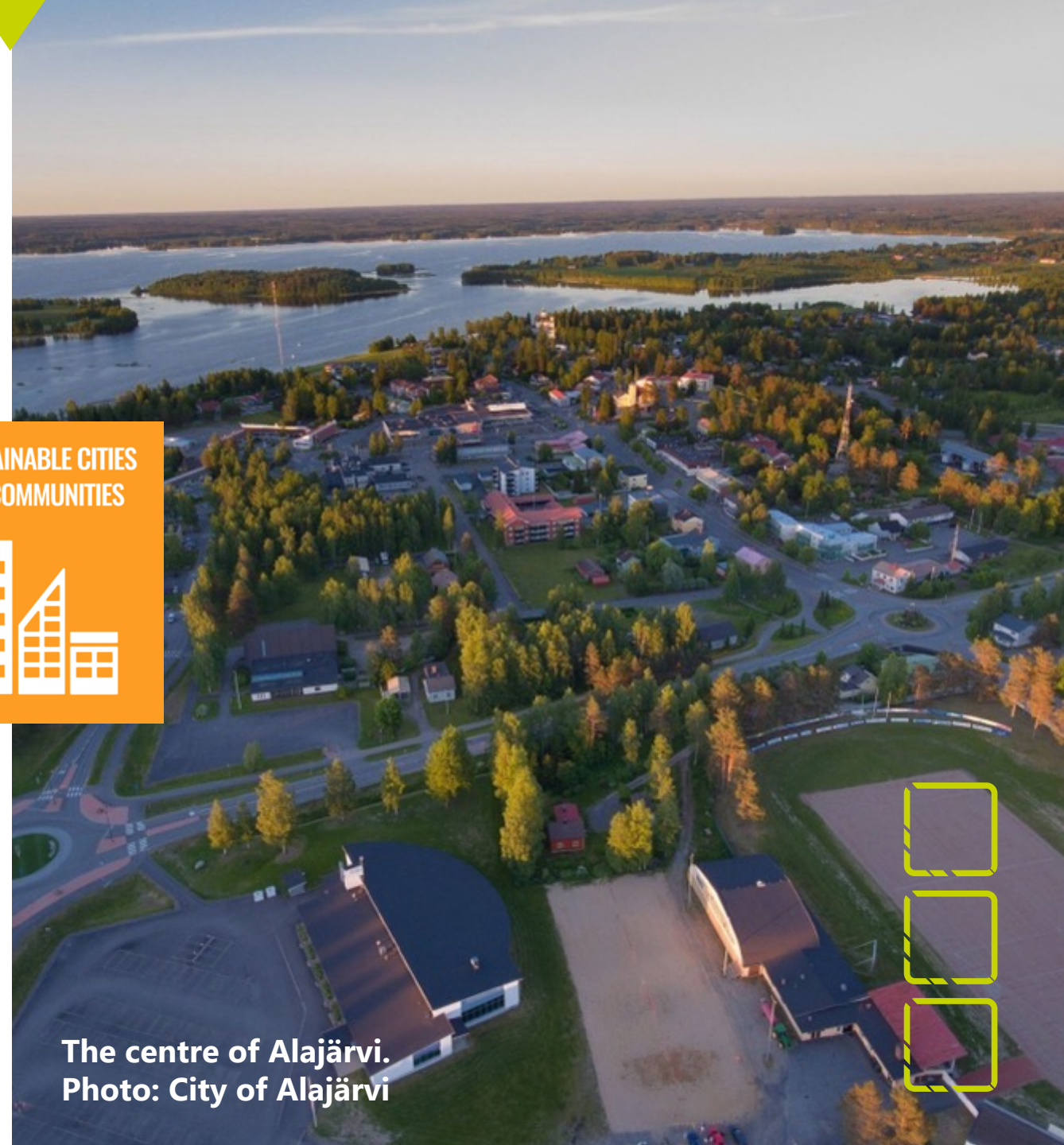
A sub-target of the UN Sustainable Development Agenda: Support positive economic, social and environmental links between urban, peri-urban and rural areas by strengthening national and regional development planning.

Our objectives

Act as a creator and contributor to local prosperity. Promote employment and cooperation not only in our own region but also on a wider regional, national and European scale.

Metrics

Tax footprint, effectiveness in selected networks.



The centre of Alajärvi.
Photo: City of Alajärvi



Climate action

A sub-target of the UN Sustainable Development Agenda: Integrate climate change measures into national policies, strategies and planning.

Our objectives

Lead by example in the fight against climate change through our own planetary resilience programme and influence the creation, design and implementation of climate-positive strategies at local, national and European level.

Metrics

Carbon neutrality for own production and internal logistics in 2025. EPD emission value. Effectiveness in selected networks.



Reipakanpuro in Vimpeli.
Photo: Tapio Niemi





MÄKELÄ ALU

People

- Responsibility for people
- Personnel key figures
- Employee satisfaction
- Competence development
- Safety and wellbeing at work
- Employee stories
- Local presence



We take responsibility for people

Mäkelä Alu Oy was established in 1937. The company has seen a few wars and several downturns. Therefore, the current situation is of course recognized and acknowledged, but it does not have a great impact on what we do. The slightly quieter demand situation will be used for training and to increase multi-skilling. Responsibility for people and the region weighs more heavily on the family business than maximizing profits every quarter or financial year. In the long run, of course, we want to be a growing and productive player, but as implied, this is a long-term goal.

Marko Orpana

Managing Director



Staff structure

Average age of workers

40 years

Staff

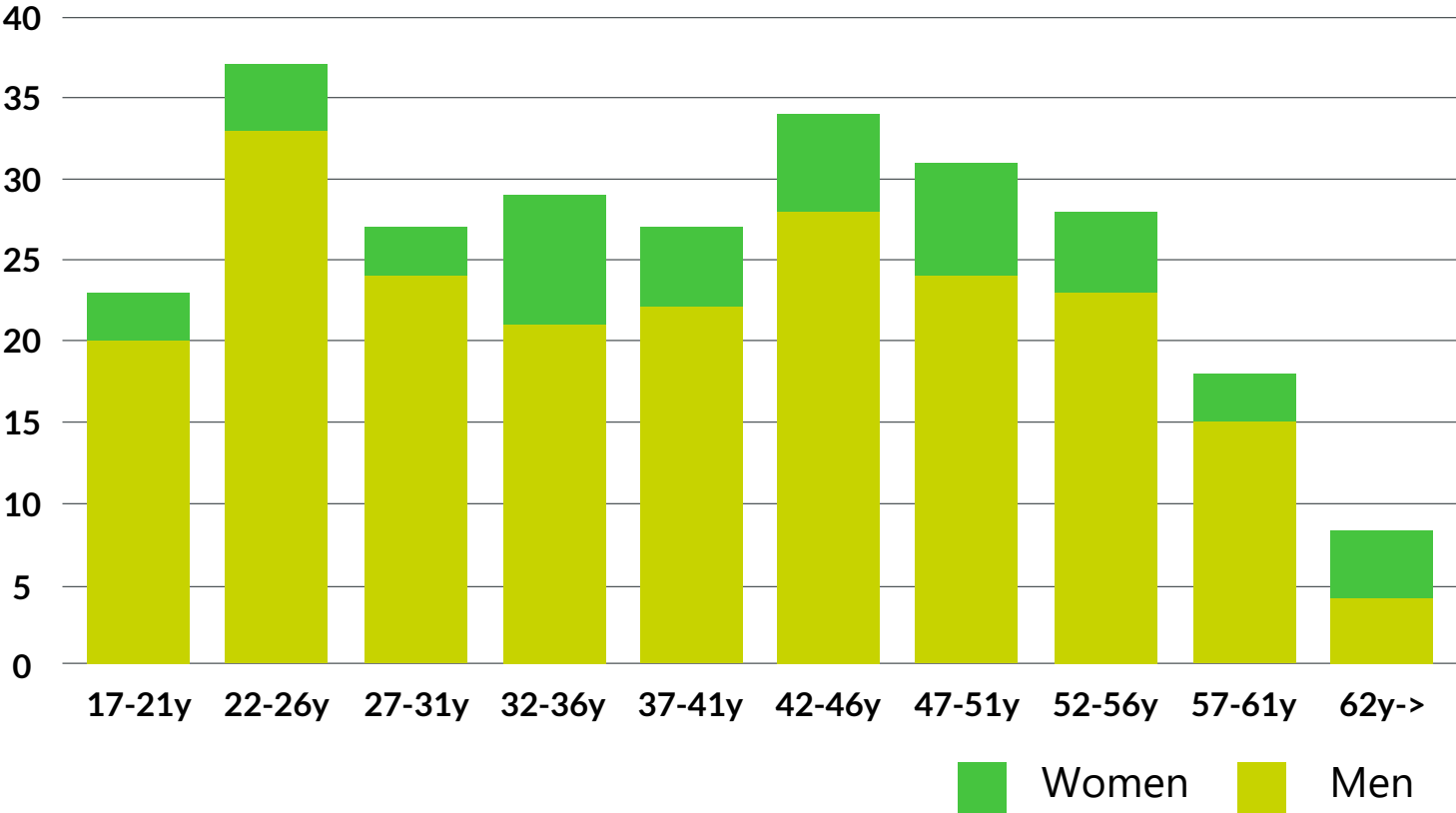
262

Officials

69

Employees

195





We are building the future together with a team of more than 250 people. We want to help people succeed and build a good life here outside the growth centres. We are a tenacious and solid family business, whose down-to-earth values and starry-eyed vision guide our day-to-day work.

Together, we look for solutions to help the people who work for us thrive in an ever-changing world of work and everyday life. We exist now and will exist in the future thanks to skilled, enthusiastic, and motivated people. That's who we invest in!

Jenni Hautakangas,
Human Resources Manager

Employee satisfaction

We conduct a comprehensive annual employee satisfaction survey, the results of which are reported at the level of the whole organisation. The survey helps us understand the views of all our employees and identify areas where we can improve.

Our survey focuses on the following areas:

- Employee engagement (eNPS)
- Work capacity
- Stress level
- Response rate and number of respondents



The survey also explores the following areas and their development needs:

- Personal performance
- Functionality of the work community
- Management
- Knowledge and skills development
- Capacity and resources

We use these indicators to ensure that our staff are happy, motivated, and able to achieve their best.

We want to maintain a working community where our employees feel safe and enjoy their work.



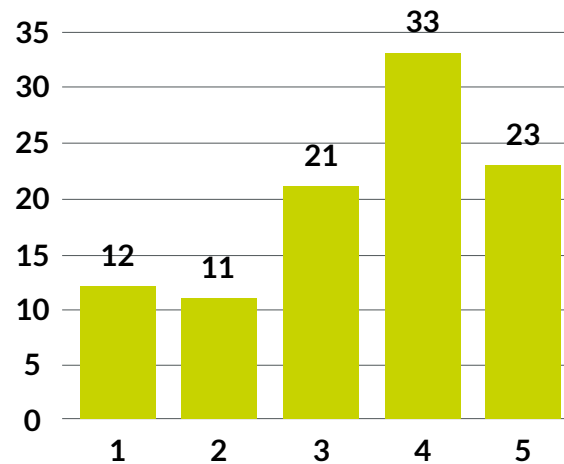
Employee satisfaction

The response rate was 71% (189 respondents). The average score for all questions was 3.45 (scale 1–5).

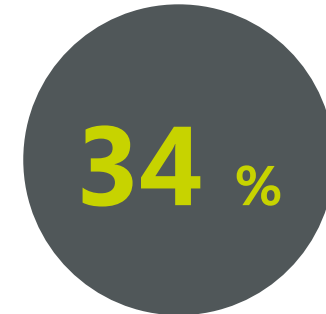


Average score

The average score of all likert responses was 3.45



Distribution of the average score



Need for development

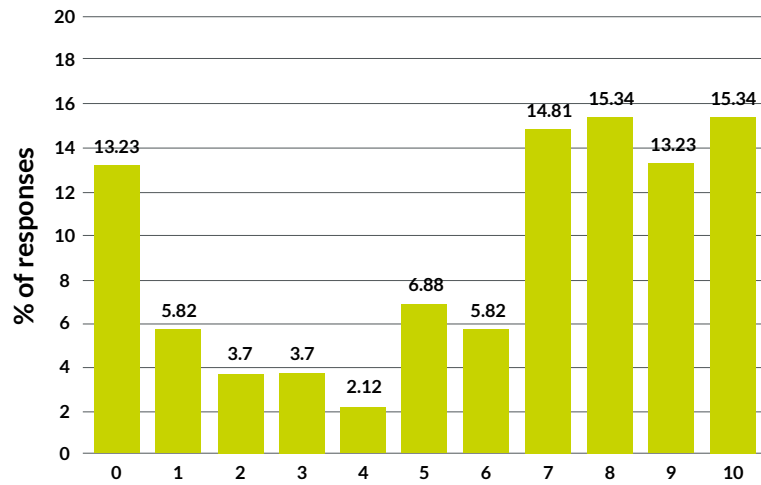
34 % of respondents indicated a need for development. 66 % of respondents stated that they are satisfied with the current situation.

Employee satisfaction visualised

eNPS



Promoters % - Detractors %

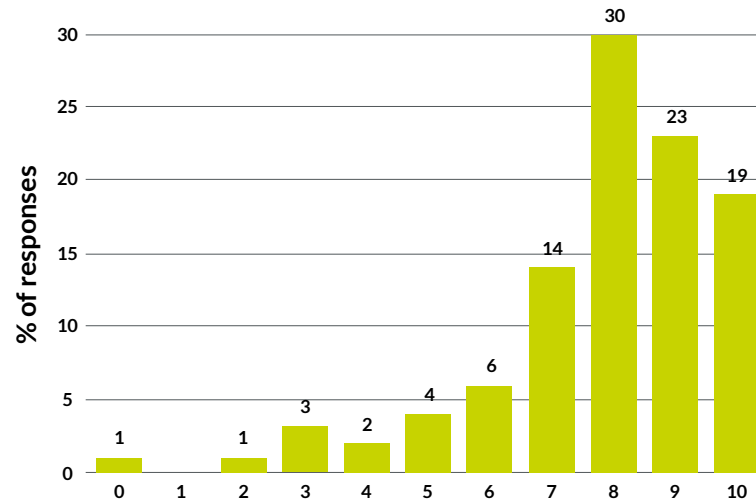


0-6 = Detractors, 7-8 = Passive, 9-10 = Promoters

Work capacity



The average work capacity score was 7.94 on a scale of 0-10.

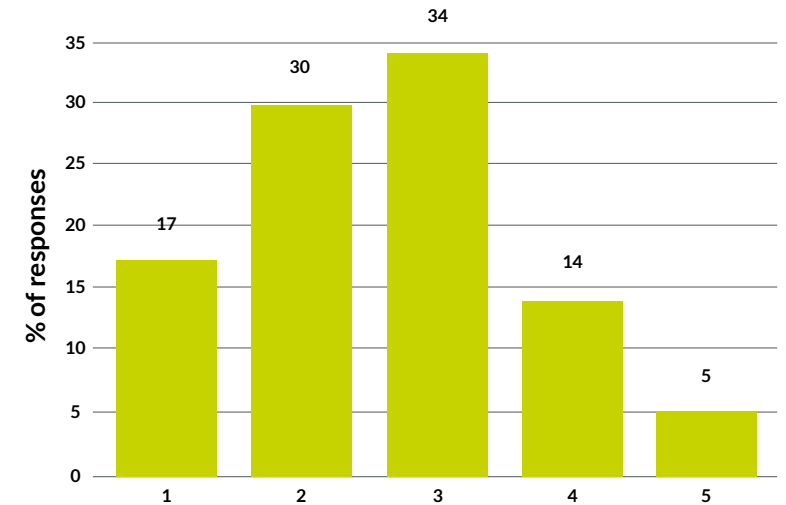


The higher the number the better the work capacity

Stress level



The average stress level was 2.60 on a scale of 1-5.



The lower the number the lower the stress level

Highly competent staff

Ensuring competence is important, because a smooth everyday life in the work community is a guarantee for high customer satisfaction, security of supply, and occupational safety.

The key to maintaining and developing competences is to identify the critical competence requirements for different tasks. For each of the competences identified, training material will be developed and used to deliver the training.

The development of competences is also verified, registered, and assessed for its effectiveness. The aforementioned components are used to draw up a training plan at individual, team, unit and, ultimately, company level.



Hours spent on training in 2023

2,200
hours

Examples of statutory training include:



Hot work safety training



First aid courses



LPG Supervisor
Training



Hazardous chemical safety training
for managers and supervisors

We have also received training in the following areas

- Team leadership
- Managerial work
- Green Belt training
- Machine safety
- Strategy work
- Responsibility
- Safety
- Quality and the environment
- Communication

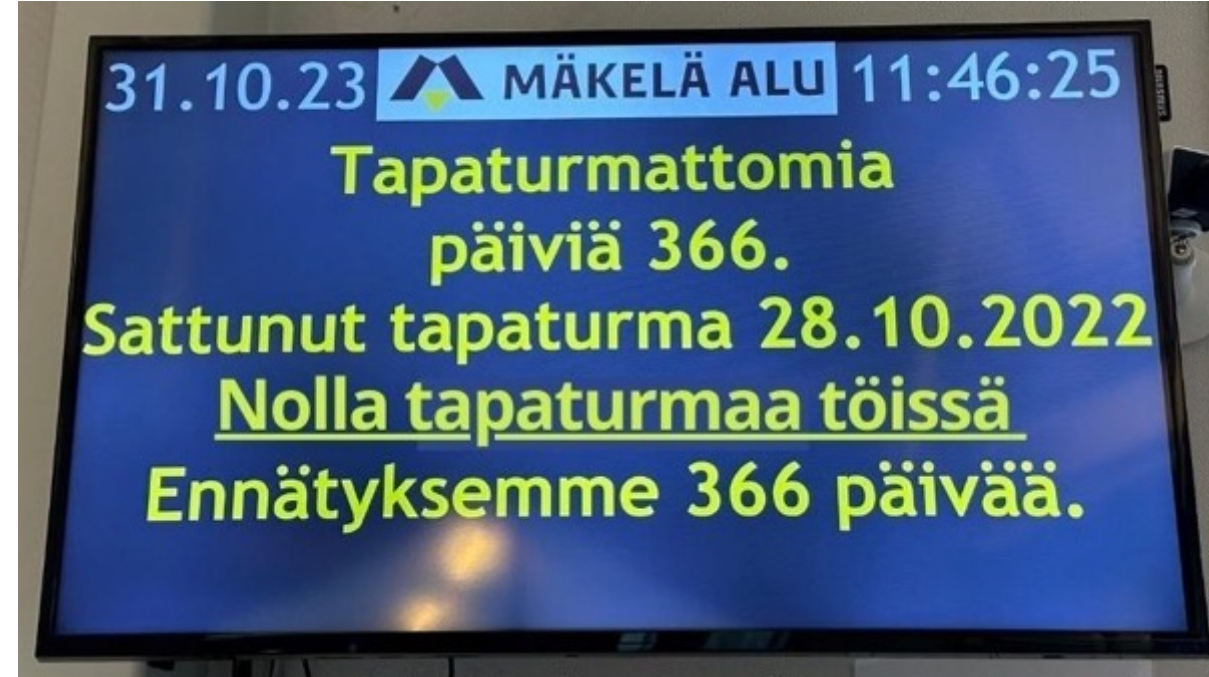
Safety at work

We have made it as easy as possible to make safety observations, and everyone can follow the progress of corrective measures. Employees have the opportunity to contribute and make suggestions for improvements.

Extensive machinery risk assessments are underway and lines are being made safer. Staff are involved through continuous safety training, focusing on our own processes.

Zero accidents may sound far-fetched, but with commitment and continuous improvement of the working environment, it is entirely possible. Attitude is key here too, and it requires the involvement of the whole community. This is something we work on every day.

Sanna Moilanen
EHS Coordinator



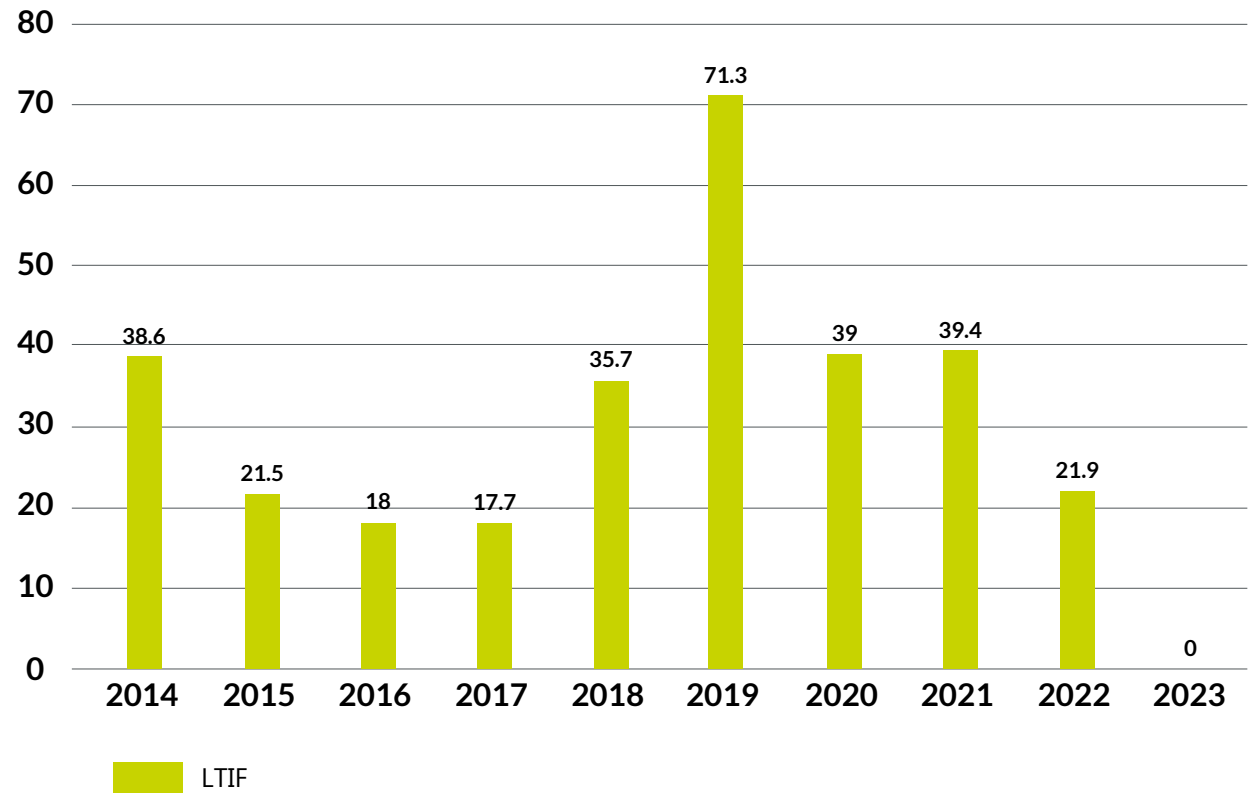


LTIF – Lost Time Injury Frequency

The LTIF rate in the graph is the so-called injury frequency rate. It indicates the ratio of accidents to hours worked. The ratio is calculated per million hours worked. Mäkelä Alu's injury frequency target is set at < 6. The graph shows great progress from 2014 to today.

In 2023, the injury frequency rate was zero.

The implementation of agreed safety practices is monitored on a weekly basis.



Comprehensive occupational health care services and early intervention

Staff have access to comprehensive occupational health care services, which include not only statutory preventive and capacity-building activities, but also extensive medical care. Cooperation with occupational health care services is active, and we aim to intervene early in cases that threaten the staff's ability to work.

In cooperation with occupational health care services, we have developed an early support model, which ensures that any potential threats to work, safety or wellbeing at work are addressed at a sufficiently early stage.



Insurance and prevention

Occupational accident insurance provides workers with good social security cover in the event of an accident during working hours. In addition to the working time insurance, all our employees have a leisure time accident insurance taken out by Mäkelä Alu. Leisure time accident insurance is valid anytime, anywhere, and guarantees quick access to treatment in the event of an accident.

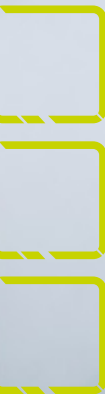
Work ergonomics is developed on the basis of needs from the units and ideas for improvement from follow-up visits by the occupational physiotherapist. We are also actively seeking other solutions and equipment to reduce workload, for example Exoskeletons have been purchased for all relevant units.



We use local agreements and take care of everyone's wellbeing

We believe in working together and try to agree on things locally. We actively cooperate with health and safety and trust organizations, which provide opportunities to influence and participate in the development of our shared workplace.

Reconciling everyday life and work can be challenging in shift work, and looking after one's own health and wellbeing is a big part of the job. That is something everyone can influence.



Benefits and support for wellbeing

We encourage everyone to take care of their own wellbeing. We support our employees by offering Smartum exercise benefits and sports activities. We also offer staff tickets to various events and joint recreation days.

All staff have access to a flexible working hours agreement, which makes it easier to balance work and everyday life. The staff work in hybrid working models, defined by function, which allow for location-independent work according to job tasks.

smartum!



Employee story: JONI



From a packer to a profile designer

Joni Malinen first came to Mäkelä Alu for a couple of days' gig in the packing plant, organised by a temporary employment agency. It has now been more than 11 years since that day. Thanks to the temporary work, Joni was able to land a permanent job at Mäkelä Alu, first as a packer in the packing plant, then as a washer in the powder-coating paint shop. He has also worked as a project worker in the powder-coating paint shop's development project, which Joni was inspired to apply for after starting his studies in mechanical engineering while working. Now Joni works as a profile designer.

“The employer and supervisor are to be thanked for making it possible and encouraging people to study while working. I immediately got the necessary time off and a transfer to a day shift as a collector, so that I could participate in the evening lessons,” Joni says.

At Mäkelä Alu, he has also been able to complete a large 27-credit course as part of his degree. The topic of the final thesis was discussed together with the Development Director.

Joni says he has enjoyed working in all the units, and each one has had a great working community.

“Initially, my main motivation to stay in Mäkelä Alu was the salary. It is fair and competitive. Mäkelä Alu is also a fair and good employer.”

Employee story: HEIDI



The work of a process operator is interesting and inspiring

In her life, **Heidi Kotanen** has had the opportunity to work in many different positions and also as an entrepreneur. She came to work for Mäkelä Alu as a painter in the vertical powder-coating paint shop. When a position as a process operator in the horizontal powder-coating paint shop became available, she was immediately interested.

“I was really happy as a painter, but I applied for a job as a process operator because I was always interested in what happens in the aluminium handling process before the product is coated.”

She is now responsible for all the relevant chemical processes and their monitoring in the horizontal powder-coating paint shop.

“Everyone enjoys different type of work. And you should enjoy your work: after all, it takes up a large part of your life. This is what I enjoy doing now, and I want to develop myself as much as possible,” she says.

“I like to observe and analyse things. I also enjoy the fact that I don’t have to do things in a hurry. And I don’t have to stare at the clock, waiting for the day to end. On the contrary, I enjoy my work so much that I often have a hard time stopping,” Kotanen says.

Even though the work is independent, the powder-coating paint shop has a great team and a great atmosphere. Kotanen also appreciates this very much.

We support the local community

Throughout our history, we have always been committed to supporting the community around us.

We participate in community activities:

- By providing financial support to sports clubs and individual athletes in a wide range of sports. Our support focuses on recreational opportunities for children and young people in our areas of activity, but also for athletes who are progressing in their professional careers.
- By supporting families with children in need in our region through annual collections.

We also participate in the activities of our village community and joint projects in Alajärvi, Luoma-aho.

Alajärven Ankkurit volleyball and boys' D series.



Mäkelä Alu has sponsored the volleyball club Kyky-Betset for several seasons.

▼ Esko Mäkelä was present to celebrate Luoma-aho, Village of the Year 2019.

▼▼ Vimpelin Veto's batting champion Janne Mäkelä brought the 2022 Finnish Baseball Championship trophy to work.





MÄKELÄ ALU

Environment

- Carbon neutrality target for 2025
- Recycled billets
- Energy use
- Soil and water bodies
- Handling of chemicals
- Case: Carbon neutral anodizing



Genuinely environmentally responsible

At the heart of everything we do are two words: planetary sustainability. These are not just two words, but something that involves a huge amount of concrete work.

Our environmental work is guided by our key objectives, which are to produce the world's lowest-emission aluminium profiles, with or without surface treatment, and to be carbon neutral in our own production and internal logistics by 2025.

The targets are tough, but so are we.

Päivi Venesoja

EHSQ Manager





Carbon neutrality target for 2025

We aim to be carbon neutral by the end of 2025 in our own production and internal logistics.

In 2022, we launched a new development project that will promote our efforts to reduce emissions, combat climate change, and increase energy efficiency. Overall, we will significantly reduce the use of LPG, for example by electrifying production and increasing waste heat recovery.

The total budget of the project is around 10 million euros.



**Lake Lappajärvi, seen from Lakeaharju.
Photo: Tapio Niemi**

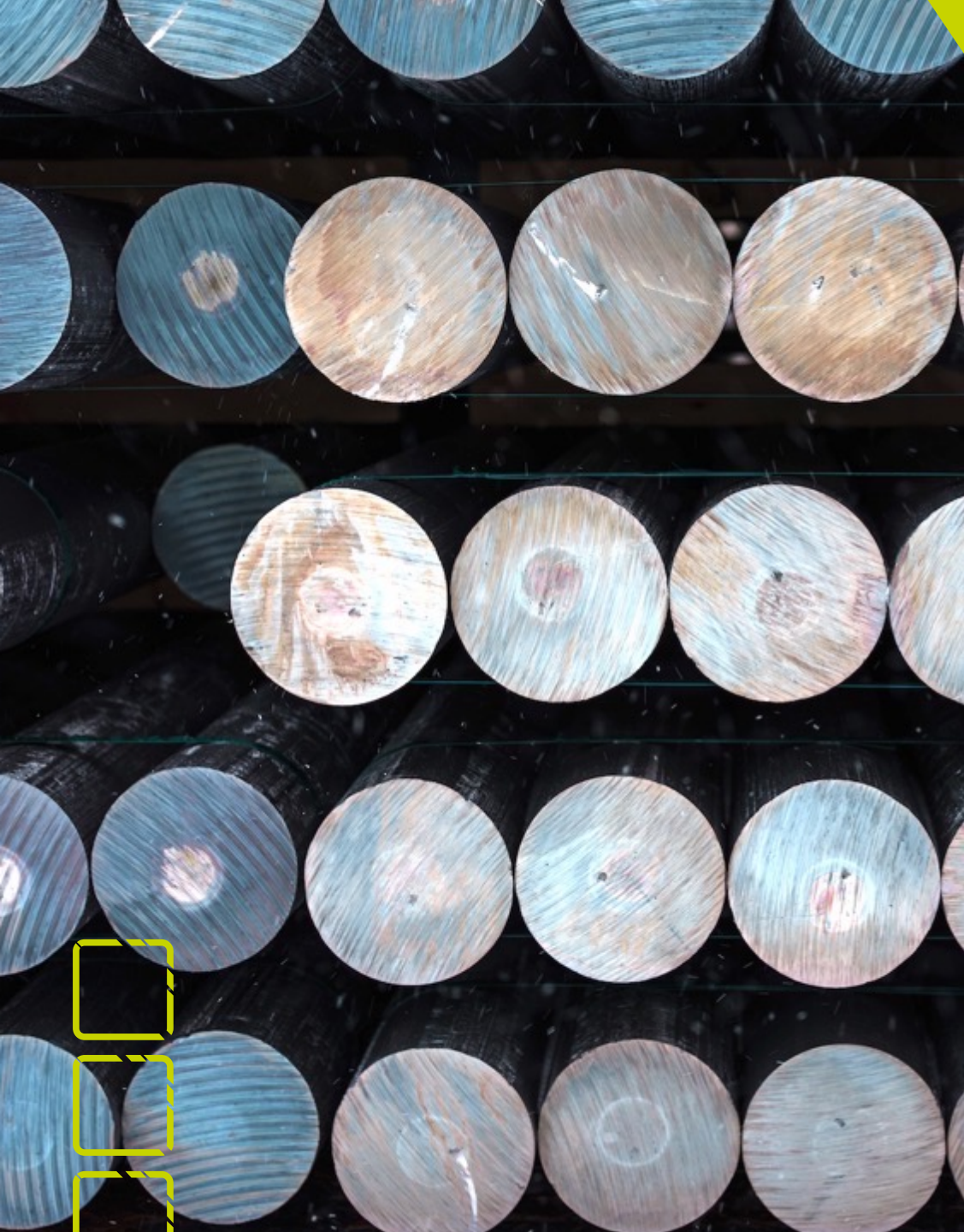
RRF-supported development

The projects will reduce our carbon dioxide emissions by 2,800 tonnes per year.

The projects are supported by the energy investment fund (RFF) of the Ministry of Economic Affairs and Employment. The aid covers around 30 % of the project costs: 2.85 million euros.

We are one of the six companies that received aid in the first round. In its own way, this tells us that we are doing important things, on a significant scale, and that we are leading the way towards a sustainable future at national level.





The world's lowest emission aluminium profiles

The carbon footprint of our operations and the related reduction measures are not new to us.

We have been working hard to reduce our carbon emissions for a couple of decades.

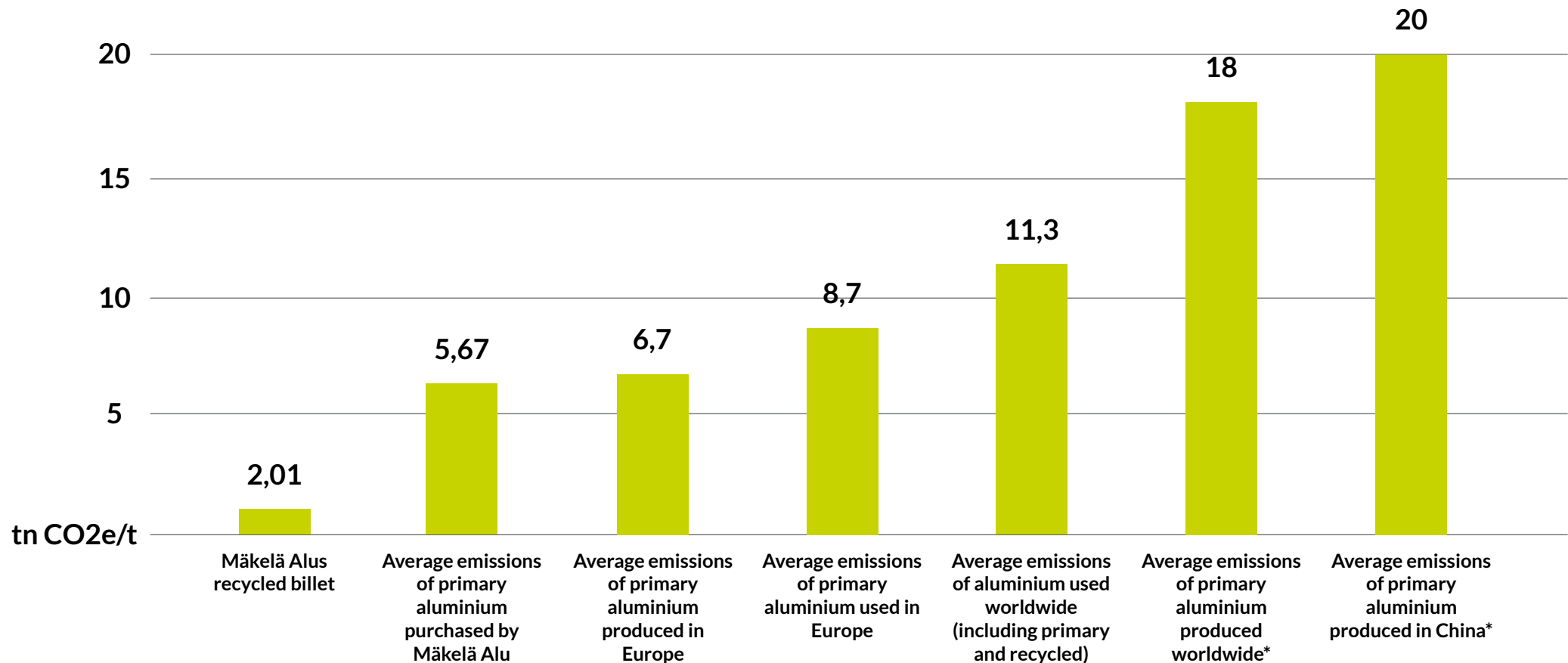
We have been doing our own emissions calculations since 2005. They have contributed to guiding our actions, including our choice of suppliers.

Since 2005, we have reduced our CO₂ emissions (from gate to customer gate) by 51 % per tonne of aluminium produced!

Emissions from our raw material

The low emissions of our recycled aluminium billets, made in our own foundry, show that we have already succeeded in making our own processes and energy use more efficient.

The low emissions of our primary aluminium show that we have succeeded in selecting the cleanest aluminium suppliers in the world, who use mostly hydropower for production.



*Commonly used emission values.

Environmental Product Declarations (EPD) and eco-label

EPDs are available for both recycled billets and primary aluminium profiles with different surface treatments.

Profiles made from recycled billets are accepted for Nordic Swan Ecolabel products and applications. According to Ympäristömerkintä Suomi Oy, the aluminium billets cast in Mäkelä Alu Oy's own foundry are 100% recycled.

The declarations can be found on our website at makelaalu.fi/en/company/materialbank/



RAMBOLL

**ENVIRONMENTAL
PRODUCT DECLARATION**

In accordance with ISO 14025 and EN 15804:2012 + A2:2019 for:

**SECONDARY ALUMINIUM
PROFILES**

MÄKELÄ ALU OY

Programme:	The International EPD® System, www.environdec.com
Programme operator:	EPD International AB
EPD registration number:	S-P-06271
Publication date:	2022-06-13
Valid until:	2027-06-13

**ECO PLATFORM
EPD
VERIFIED**

EPD®

MÄKELÄ ALU

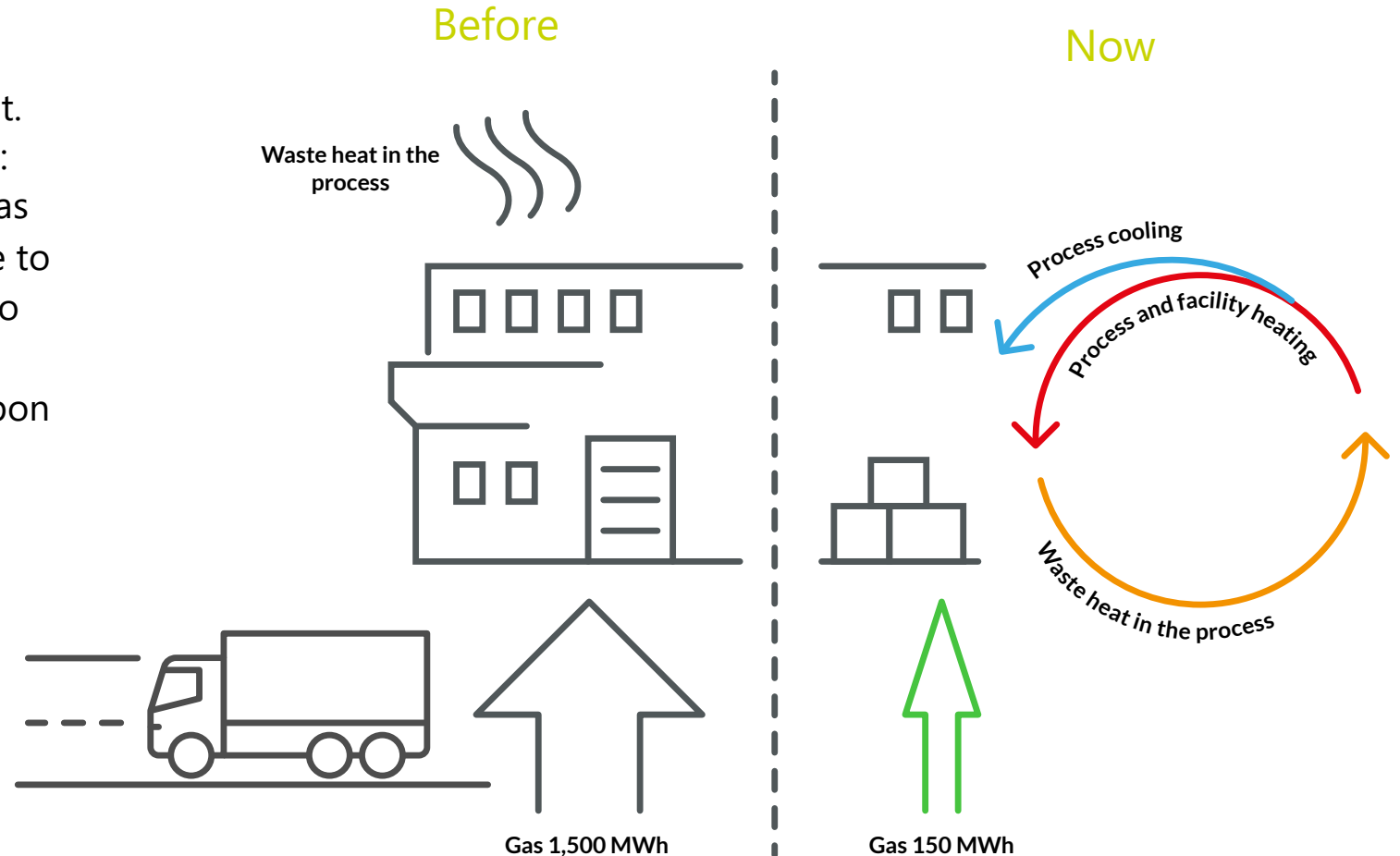
Case: Carbon neutral anodizing

The complete modernisation of the energy system in our anodizing plant was almost completed in 2023. Energy efficiency is already top class and 100% carbon neutrality is just a small step away.

The plant's annual consumption of around 300 tonnes of LPG has fallen to less than a tenth of that. At the same time, **CO2 emissions fell** dramatically: around **800 tonnes per year**. LPG consumption was pushed down to the point where it will be possible to switch from gas energy to biogas within one to two years. With the switch to biogas, the anodizing plant's energy system will become completely carbon neutral.

The technical implementation of the new energy system is based on a system built around heat pumps and heat recovery.

The project has received funding from Business Finland.





Energy use

All the electricity we use at Luoma-aho is 100% green.

We have signed a voluntary Energy Efficiency Agreement, where we pledge to increase energy efficiency in all our operations and investments.



Waste management and circular economy

Our environmental work also covers emissions to water and soil.

- In 2022, 1.4% of our total waste was disposed of in a landfill. All other waste was recovered either for further processing or as combustible waste.
- We are constantly developing circular economy opportunities and making the most of related business models.
- With our own paint stripping line, we can remove paint from aluminium profiles. This enables us to repaint the profiles if necessary or to supply the profiles to our own foundry as raw material.





ISO 14001 guides our activities

The operations of our Luoma-aho and Voikkaa factories are guided by the certified ISO 14001 environmental management system.

All our products also meet the requirements of the European REACH Regulation and conflict minerals requirements.

Handling of chemicals

The chemicals we use are procured according to an agreed process. The procurement criteria are primarily based on less hazardous and more environmentally friendly chemicals.



Water bodies and water consumption

In addition to overall water consumption, we continuously monitor water consumption at different stages of our processes. We are able to carry out monitoring and general surveillance in real time through remote and camera monitoring.

An alarm is automatically triggered in the event of a potential waste water treatment incident. Wastewater concentrations must remain within the limits of our environmental permit.

For water body monitoring, we participate in the joint monitoring of the Ähtävänjoki, Kruunupyynjoki and Purmonjoki rivers at our own sampling sites.



The catchment area of the Poikkijoki River is part of the Ähtävänjoki watercourse.





MÄKELÄ ALU

Management

- Management and administration
- Code of Conduct
- Supplier requirements
- Risk management
- Auditing





Planetary resilience is the challenge of our time

The task of the current generation is to build an era of new systems to end structural waste in the coming decades. Of all the aluminium ever produced, 96% is still in use, yet aluminium processing has been a burden on the planet.

Mäkelä Alu Oy aims to be carbon neutral by the beginning of 2026. We want to be the first in the industry to show that Net Zero is possible, as long as steps towards carbon neutrality are taken actively and consistently.

In this decade, companies that promote planetary resilience will get a head start in the transition to a low-carbon future, which will be positively reflected in turnover and profit, financing, recruitment, licensing, public incentives, and public acceptability.

Ilkka Halava

Futurist

Member of the Board of Directors

Management and control systems

(Corporate Governance)

General Meeting

The Board of Directors convenes the General Meeting of Shareholders in accordance with the Companies Act. The meeting deals with matters in accordance with the Articles of Association, the Limited Liability Companies Act, and the proposal of the Board of Directors.

Board of Directors

The Board of Directors is responsible for the company's activities. The duties and responsibilities of the Board of Directors are determined by the Companies Act. The Board meets 11 times a year and holds additional meetings as needed.

Chairman of the Board

The general role of the Chairman of the Board of Directors is to lead the work of the Board of Directors and to carry out separately agreed tasks.

Managing Director

The duties and responsibilities of the Managing Director are laid down in the Companies Act. The Managing Director manages the day-to-day administration of the company in accordance with the instructions and orders issued by the Board of Directors.

Steering Group

For planning, managing and supervising operational matters, the Managing Director is assisted by a Steering Group. The Steering Group meets for a brief situation review every week, and longer meetings are held 11 times a year.

In accordance with the Co-operation Act, a cooperation meeting is organized four times a year to review the situation of the company with staff representatives.

In addition, twice a month we hold a meetings between the employee representatives in the company's administration, the Managing Director, the Human Resources Manager, and the Production Director.

Our shareholder values

- Persistence
- Harmony
- Curiosity
- Trust

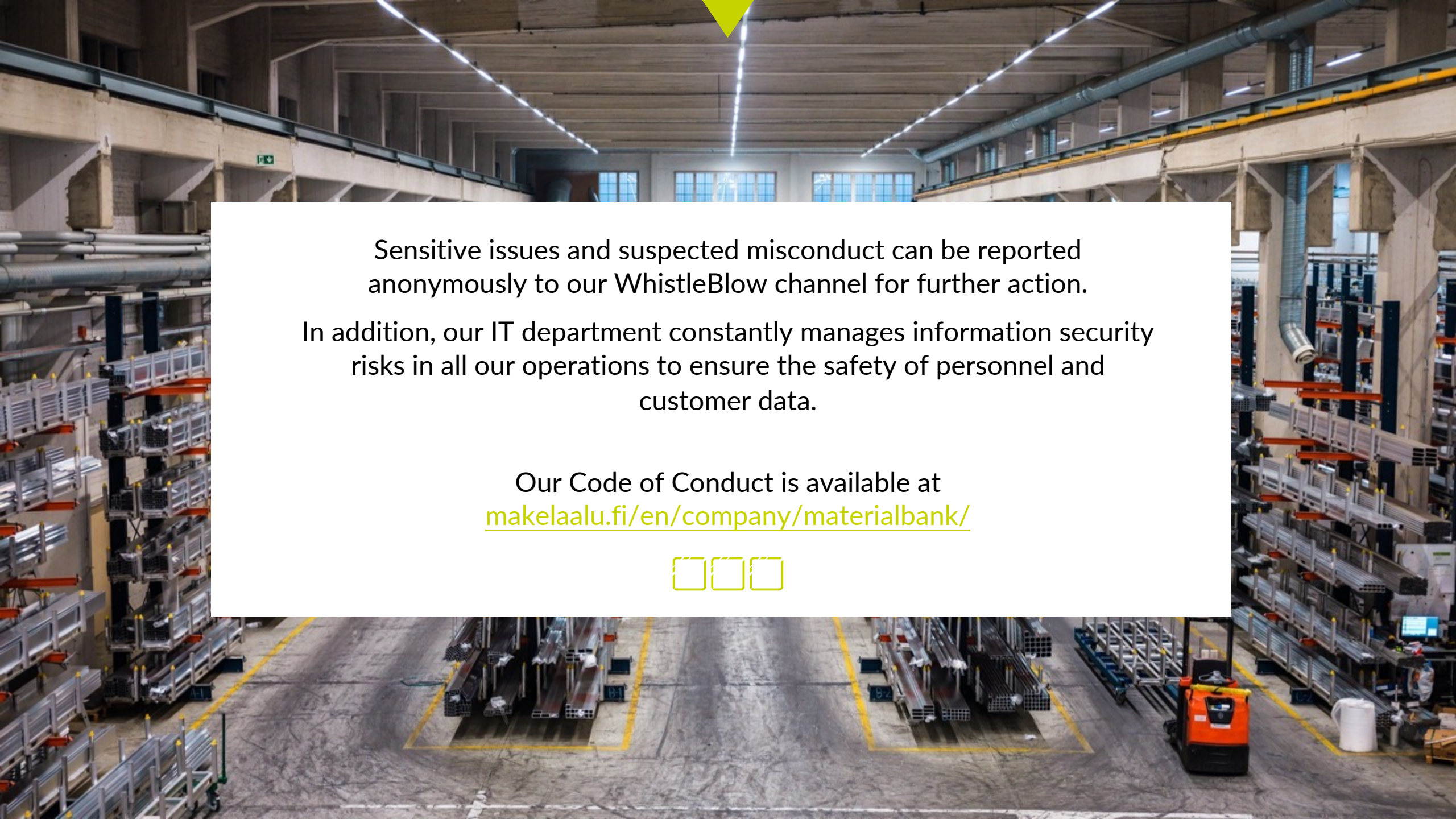
Mäkelä Alu's operating model

In addition to our strategy, values and planetary sustainability objectives, we are guided by a set of agreed guidelines and practices and the ethical principles of our Code of Conduct.

These principles help everyone understand how to act responsibly in their own job, in accordance with good workplace culture.

Our ethical principles also help guide our cooperation with suppliers, as we insist on the same principles throughout the supply chain.





Sensitive issues and suspected misconduct can be reported anonymously to our WhistleBlow channel for further action.

In addition, our IT department constantly manages information security risks in all our operations to ensure the safety of personnel and customer data.

Our Code of Conduct is available at makelaalu.fi/en/company/materialbank/



Principles for the selection of suppliers

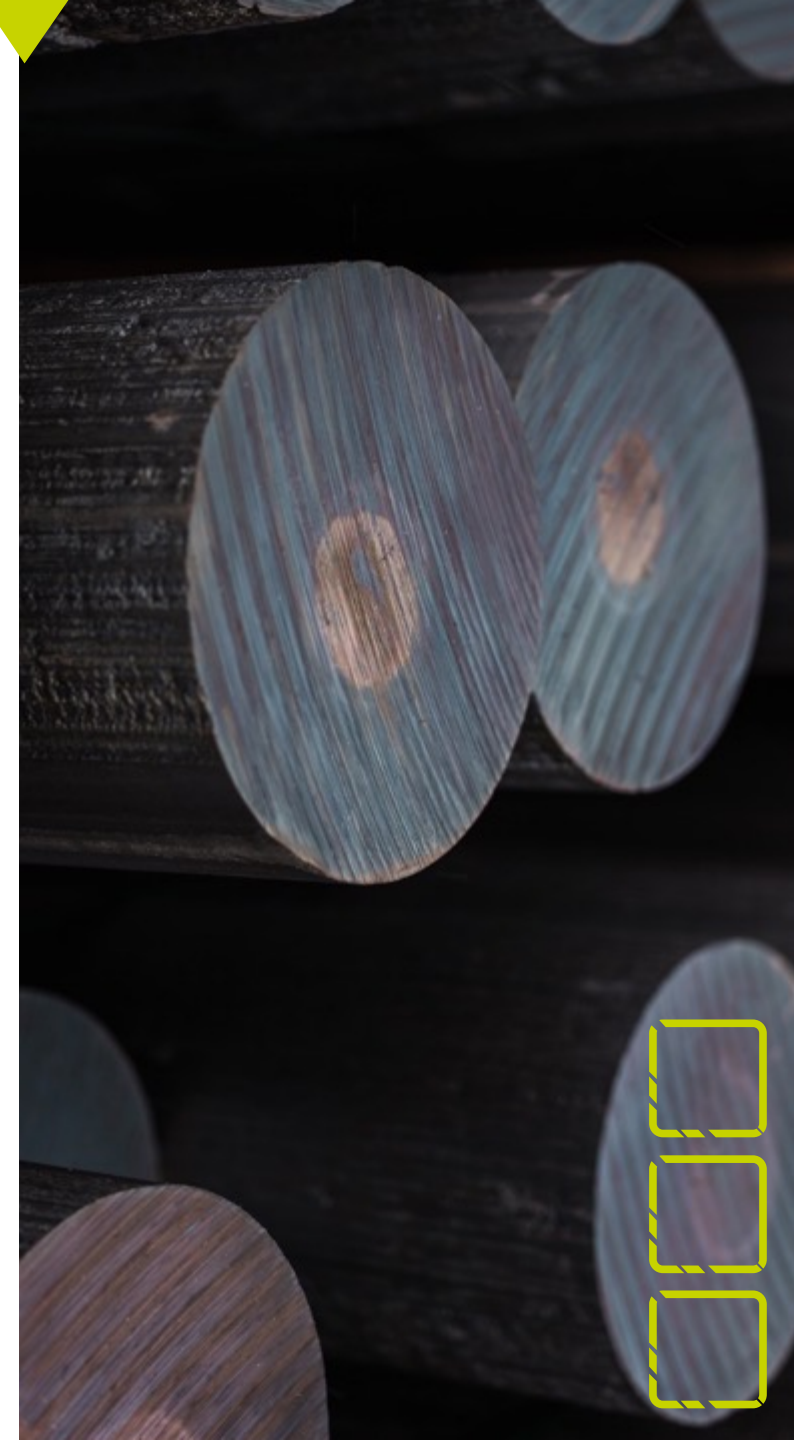
An essential part of our **sourcing strategy** is to know our supply chains and choose greener options for raw materials, transport, and packaging.

We want to know where our raw materials come from, what kind of labour is used to produce them, and what impact they have on the environment. We want our suppliers to recognise our environmental goals and be willing to develop their own operations and technology in a more environmentally sustainable way.

The core value of partnership is trust, or “doing things as agreed”.

All our suppliers comply with our Code of Conduct.

Our own sustainability profile [in IntegrityNext](#)





Risk management

Risk management is based on a comprehensive risk assessment. The assessment prepared by management weighs up the strategic risks, financial risks, operational risks, and potential risks of damage.

A comprehensive risk assessment includes:

- Systematically identifying the risks to the company and identifying opportunities to improve risk and safety awareness
- Providing management with an overview of the threats to operations
- Supporting strategy and risk management, leadership, and sound decision-making.



Risk management is continuous work

The Board of Directors discusses the assessment of the company's risks made by the management and takes all possible measures to ensure that the company's risks remain within its carrying capacity. The Board also monitors changes in risks.

The comprehensive risk assessment is regularly updated.

All insurable risks are adequately covered.





Auditing

The company's accounts and administration are audited by independent auditors elected by the General Meeting, whose opinion is discussed by the Board of Directors.



MÄKELÄ ALU

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