

LABOUR AND HUMAN RIGHTS POLICY

Sievin Jalkine Oy is committed to respecting human and workers' rights in all its activities and taking care of its employees' health, safety and well-being.

Sievin Jalkine Oy's labour and human rights policy aims to:

- ✓ establish fair terms and conditions of employment;
- ✓ prevent discrimination and harassment and ensure everyone is treated equally;
- ✓ support employees' ability to work and promote well-being at work, and
- ✓ maintain employees' high level of skills and expertise.

Employees are paid at least reasonable wages in accordance with relevant collective agreements. Working hours and rest periods comply with the provisions of the Working Hours Act and collective agreements to ensure adequate recovery from work. The balance between work and leisure is supported by flexible working arrangements, such as family leave, and measures to promote well-being at work. All employees are covered by occupational healthcare services.

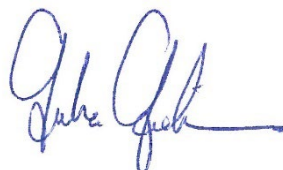
Employees are guaranteed the right to membership of a trade union and to participate in negotiations on the terms and conditions of employment through trade unions and employee representatives.

Forced and child labour are not accepted in any form.

New employees are trained extensively and staff are continuously trained to develop their skills and competencies. Employees are encouraged to actively participate in the development of the company's operations. They have the opportunity to report in confidence any grievances or policy violations of which they become aware. All reports are processed appropriately and without delay.

Sievin Jalkine Oy's labour and human rights policy is public to all stakeholders and is communicated openly.

SIEVIN JALKINE OY



Juha Jokinen
Managing Director

Sievin Jalkine Oy

The Largest Footwear Manufacturer
in Northern Europe
Tel. +358 8 488 11
info@sievi.com, www.sievi.com

