



RiverRecycle

RiverRecycle code of conduct

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Riverrecycle's values and commitment

INNOVATION

Focus on the solution,
to improve everyone's life.

PASSION

Surround yourself with curious people,
not afraid of confrontation.

RESPONSIBILITY

We are accountable for the environment
and the society we want to improve.

RESPECT

Acknowledge everyone's experience,
and listen to their message.

We expect our employees to foster a well-organized, respectful and collaborative working environment. Apply our 3R principles to help everyone to live and work in the best environment possible:

Recognize

Pay attention and acknowledge when something or someone is not aligned with our principles and values.

Remind

Point out the problem and encourage everyone to correct their behavior accordingly with the guidelines defined in our code of conduct.

Report

If the behavior doesn't cease or the violation is causing serious damage, report it using the dedicated channels.

Our code of conduct

This code of conduct applies equally to all RiverRecycle employees, regardless of employment agreement or rank, in every space managed by RiverRecycle, fiscal or virtual.

The code of conduct also applies to RiverRecycle partners such as contractors, agents, consultants, or business partners.

Where local customs, norms, laws, or regulations differ from the code, you must follow whichever sets the highest standard of behavior.

This code sets the guidelines but it is not a substitute for individual responsibility in exercising good judgment and common sense.



Employees commitment to do the right thing

SUPERVISORS

Supervisors lead by example and it is their responsibility to enforce our code of conduct and to make sure its requirements are clear and followed by others.

They monitor that everyone is aligned with our code of conduct, and support employees raising concerns.

As RiverRecycle employee or representative, it is your responsibility to always seek advice if you are unsure about the proper course of action.

EMPLOYEES

This code represents a commitment to doing what is right.

By working for RiverRecycle, you are agreeing to uphold this commitment, to avoid putting yourself or your coworkers at any risk.



Health, safety, security and the environment

RiverRecycle aspires to no accidents, no physical nor mental harm to people, and no damage to the environment.

We are conscious about the safety of our working environment and we help our team members to follow the same principles.



Fair, respectful and harassment-free workplace

Everyone who works at RiverRecycle contributes to creating a great company with a safe, professional, and supportive work environment. Our communication is open and honest, and we strive to build good working relationships with our colleagues, where we share information and suggestions, and we help others to reach our common goals.

We value diversity and inclusion and treat everyone with dignity and respect.

Employees will be recruited, selected, developed, and advanced on merit, irrespective of race, color, religion, gender, age, national origin, sexual orientation, gender identity, marital status, or disability.



Responsibilities and behaviors

DO

- Follow the labor and employment law
- Know what is expected from you
- Listen and suggest improvements
- Report any breaches and seek advice if there are concerns

DON'T

- Engage in behavior that could be characterized as offensive, intimidating, malicious, or insulting, including spreading derogatory or discriminatory information.
- Engage in sexual harassment or any other form of harassment.
- Distribute or display offensive material.
- Misuse personal information.
- Let your judgment be influenced by factors such as race, color, religion, gender, age, national origin, sexual orientation, gender identity, marital status, or disability



Doubts?

- Are you treating others like you wish to be treated?
- Would you use the same behavior in front of an authority or a person you want to please?
- Would you behave in the same way publicly?

If you are unsure about what is the right behavior, raise your concern and seek advice.



RiverRecycle employees and managers, represent RiverRecycle and lead by example. If you observe or experience any form of abuse or harassment, report it without hesitation to:

support@riverrecycle.com.



Child and forced labour

RiverRecycle is committed to the elimination of all forms of forced and compulsory labour and the effective abolition of child labour.

All employees are expected to NEVER hire child or forced labour.

Be alert to any evidence of child labour or forced labour abuses in operations linked to our businesses and REPORT them without hesitation.

RiverRecycle is committed to the safeguarding and protection of children according to the local labor code and United Nations International Labor standards. When differences exist, we will follow whichever holds the highest protection of children.

Bribery and corruption

RiverRecycle has ZERO tolerance for bribery and corruption. We never offer or pay bribes or allow bribes to be paid to government officials or private persons, and we never solicit or accept bribes.

Anti-bribery and anti-corruption laws apply to all employees worldwide.



Dealing with Governments

To create trust, we will engage constructively with all governments in whose jurisdictions we operate. We will not participate in partisan political activity and will make no political contributions in any country.

If you have contact with government officials, you must make sure that any information provided is truthful and accurate, and that Riverrecycle's legitimate interests are protected.

Always seek advice before responding to a non-routine request for information from a government or regulatory agency.





Community engagement

RiverRecycle seeks to have a positive benefit on the communities in which its projects are based; for this reason, we are committed to engaging and supporting the local communities.

As a RiverRecycle employee, you are representing our company and thus are required to follow the local laws and regulations and to respect the local cultures when not in conflict with our code of conduct.

We are committed to keeping our planet clean and healthy. In relation to the circumstances, we will always behave in the way most environmentally conscious.

Where to find help

If you have any question or concern about legal or ethical standards, you can:

- Contact your manager or supervisor.
- Write to support@riverrecycle.com.

Every communication is treated as highly confidential with special care for the anonymity of the employee raising concern.

Any employee who in good faith, seeks advice, raises a concern, or reports misconduct is following this code is doing the right thing. RiverRecycle will not tolerate retaliation including but not exclusively to demotion, dismissal, denial of promotion, salary reduction, and any kind of threatening, bullying, or harassment by employees against that person.





RiverRecycle

RiverRecycle is a Finnish cleantech start-up that offers a sustainable river cleaning service without the need for constant funding.

RiverRecycle turns plastic waste into marketable products through collection and pyrolysis.

Contacts

Riverrecycle Oy

Mikonkatu 9,
00100 Helsinki
FINLAND

+358 400 453612

info@riverrecycle.com

www.riverrecycle.com

