



# Mood of Finland

## CODE OF ETHICS

MOOD OF FINLAND OY | WWW.MOODOFFINLAND.FI

IN CREATIVE, INSPIRING AND RESPONSIBLE WAY – TOGETHER WITH OTHERS AND IN GOOD MOOD

WE EXPECT ALL THE PARTNERS AND CLIENTS TO RESPECT OUR VALUES AND CODE OF ETHICS. WE WANT TO ENSURE THAT THE WHOLE SERVICE CHAIN IS TRANSPARENT AND RESPONSIBLE.



### EQUALITY

ALL PEOPLE ARE TREATED WITH THE SAME ESTEEM, REGARDLESS OF ANOTHER'S ILLNESS OR DISABILITY, ETHNIC BACKGROUND, SEXUAL ORIENTATION, RELIGION, OR POLITICAL AFFILIATION.

WE DON'T HAVE TO AGREE ON EVERYTHING, BUT ALL OPINIONS NEED TO BE HEARD WITH RESPECT.

WE DO NOT ACCEPT RACISM, VIOLENCE OR DISCRIMINATION



### NO CORRUPTION

MOOD OF FINLAND COMPANY MAINTAINS ZERO TOLERANCE TOWARDS CORRUPTION AND BRIBERY. WE DON'T TOLERATE UNETHICAL OR CORRUPT BEHAVIOR BY OUR BUSINESS PARTNERS.

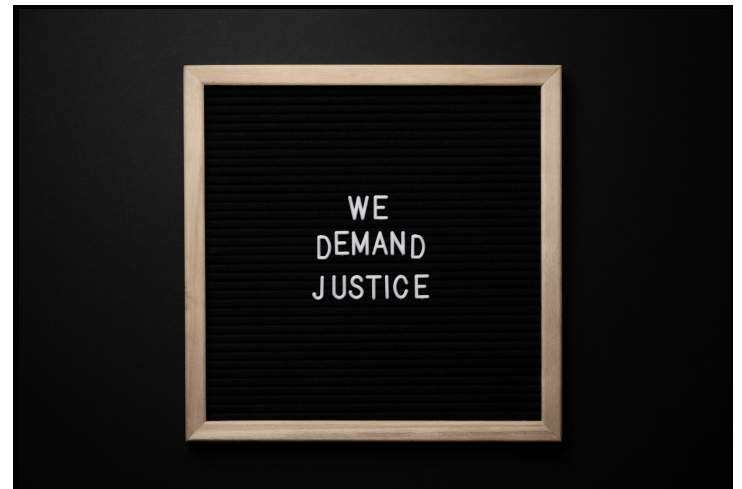
DECISIONS BASED ON CORRUPTION ARE IMMORAL, DISTORT COMPETITION, HARM THE COMPANY'S ASSETS AND REPUTATION AND ACT AGAINST THE COMMON GOOD.



### INTEGRITY AND TRANSPARENCY

HONESTY AND TRANSPARENCY IN BOTH OPERATIONS AND MARKETING ARE OUR PROMISES TO BOTH PARTNERS AND CUSTOMERS. WE EXPECT THE SAME FROM OUR PARTNERS.

IN CASE OF A FAILURE OR ERROR, IT SHOULD BE ACKNOWLEDGED, CORRECTED, AND COMMITTED TO ACTING BETTER.



### SOCIAL JUSTICE

WE PROVIDE SERVICES IN A FAIR AND EQUITABLE MANNER. WE FIND OUT THE ORIGIN OF THE PROCUREMENT AND THE PRODUCTION CHAIN. WE PREFER LOCALLY PRODUCED.

WE DON'T NEED TO OWN EVERYTHING BY OURSELVES. THE SHARING ECONOMY IS A GOOD WAY TO PROMOTE THE CIRCULAR ECONOMY WHEN OPERATED IN FAIR WAY.



### DIGNITY OF PROFESSION

WE DO NOT ACCEPT ANY JOB OR SITUATION WHICH MIGHT DETRACT FROM THE DIGNITY OF THE PROFESSION.

WE DON'T ACCEPT FREE USE OF LABOR, NOT EVEN WHEN DEALING WITH TRAINEES. IF TRAINEES DON'T GET PAID THEY MUST HAVE A QUALIFIED SUPERVISOR AND NO TRAINEE CAN REPLACE AN EMPLOYEE.



### NO ABUSE

WE DO NOT ACCEPT ANY KIND OF EXPLOITATION OR ABUSE (SUCH AS SEXUAL, CHILDREN, EMPLOYEES).

ANIMALS USED IN TOURISM ACTIVITIES MUST BE TAKEN CARE OF IN AN APPROPRIATE MANNER.

DETECTED ABUSE WILL BE ADDRESSED AND WE EXPECT THE SAME FROM OUR PARTNERS.