

Suohki | Commitment to Human Rights

Suohki is a Finnish company committed to advancing a functioning well-being infrastructure. We emphasise responsible practices throughout our operations and supply chain. Our key human rights priorities are the health and safety of space users, communities, and contractors and the working conditions of employees within our supply chain.

Our Commitment

Suohki is committed to respecting internationally recognised human and labour rights across our operations and supply chain. This commitment is embedded in our ESG Minimum Safeguards Policy and guided by the following globally accepted standards:

- UN Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises
- ILO Declaration on Fundamental Principles and Rights at Work
- International Bill of Human Rights
- EU Taxonomy Regulation, particularly Article 18 on Minimum Safeguards
- Applicable national laws on human rights, anti-bribery, fair competition, and taxation, including the Finnish Competition Act (948/2011)

How We Manage Human Rights Risks

We apply a risk-based approach to identify and assess potential impacts. Our process includes maintaining a risk register and conducting annual materiality assessments covering human rights risks. Counterparties are evaluated based on factors such as geography, industry, and business criticality. For higher-risk suppliers, we conduct detailed surveys to ensure compliance. In 2025, we achieved a 100% response rate on these surveys.

Results and Actions

Our latest risk assessment, completed in October 2025, found no adverse human rights impacts among surveyed suppliers. We continue to engage with partners to explore sustainability certifications and strengthen their sustainability practices.

Grievance and Whistleblowing

We provide an anonymous whistleblowing channel for employees and stakeholders to raise concerns. We strictly prohibit retaliation and are committed to protecting all reporters.

Through these measures, Suohki ensures transparency and accountability in human rights due diligence, supporting a responsible and sustainable business.