

Our Values

At 3daddict oy (FI3139088-1) we are committed to conducting our business with the highest standards of integrity, honesty, and professionalism. This Code of Conduct sets out the ethical principles that guide our daily operations. It applies to all our employees, management, and subcontractors. We expect everyone representing our company to uphold these standards in every project and interaction.

Compliance with Laws and Fair Business Practices

- **Legal Compliance:** We strictly follow all local and international laws, regulations, and industry standards, including collective agreements (TES) and contractor obligations.
- **Anti-Corruption and Bribery:** We have zero tolerance for bribery, extortion, or corruption. No employee or partner may offer, give, or accept money, gifts, or hospitality that could influence business decisions.
- **Fair Competition:** We compete fairly and honestly. We do not engage in price-fixing, market sharing, or any other anti-competitive practices.

Safe and Respectful Workplace

- **Health and Safety:** Safety is our top priority. We are committed to maintaining a safe, healthy, and accident-free work environment on every construction site and workplace. Everyone must follow safety regulations and wear the required protective equipment.
- **Equality and Non-Discrimination:** We treat everyone with respect and dignity. We do not tolerate any form of discrimination based on gender, age, origin, religion, sexual orientation, or disability. Harassment and bullying are strictly forbidden.
- **Fair Labor:** We respect human rights and ensure that all employees are paid fairly, have legal contracts, and work under fair conditions. We actively fight against grey economy.

Environmental Responsibility

- **Sustainability:** We strive to minimize our environmental footprint.
- **Resource Efficiency:** We promote efficient material use, proper waste sorting, recycling, and the reduction of emissions at all our job sites and operations.
- **Sustainable Choices:** We actively look for ways to choose environmentally friendly materials and methods whenever possible.

Reporting Violations (Whistleblowing)

Everyone covered by this Code has a responsibility to report any suspected violations of these guidelines or the law.

Reports can be made directly to the company management. We ensure that all reports are handled confidentially, and no one will face negative consequences for reporting a suspected breach in good faith.



Satu-Minna Suorajärvi

CEO, 3daddict oy