

SUPPLIER CODE OF CONDUCT

1. Purpose and scope

The Supplier Code of Conduct describes the ethical principles for Ahlstrom's main raw material suppliers. It describes the principles of how to manage business in a sustainable manner taking into account the legislation in the countries where we operate.

2. Principles

As an Ahlstrom supplier we assure that:

- **We comply with national and international laws and regulations**
- **We respect and promote human rights**
- **We adhere to high ethical standards in everything we do**
- **We respect the environment**
- **We are committed to maintaining a safe, healthy and fair workplace for our employees**
- **We are good citizens in all our communities**
- **We avoid conflicts of interest**

2.1. We comply with national and international laws and regulations

We abide by all the appropriate international and national laws and regulations.

We refrain from any dealings with competitors or other firms that could be harmful to Ahlstrom's interests.

We condemn all corrupt business practices, and refuse to take part in any act of bribery, whether of government officials or anyone else.

2.2. We respect and promote human rights

We treat all our people with respect, and give them all equal opportunities for personal growth and professional development, regardless of their gender, age,

race, ethnicity, disabilities, nationality, sexual orientation, religious beliefs, political affiliations, marital or economic status, or position within the company.

We support the United Nations' Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, and the UN Global Compact covering human rights, labor, the environment, and anti-corruption. This commits us to eradicate child labor and forced labor anywhere in our supply chain, and recognize our employees' right to freedom of association and collective bargaining.

2.3. We adhere to high ethical standards in everything we do

We conduct our business with the utmost professionalism and integrity, and to the most demanding moral, ethical, and legal standards.

We keep our promises, and take due care of our own employees and the people and firms we do business with.

We develop working partnerships that are fair, responsible and mutually beneficial.

We keep correct and complete internal records, and issue transparent and accurate external reports.

2.4. We respect the environment

We minimize the environmental impact of our operations, source responsibly and use all our resources as efficiently as possible.

We comply with environmental legislation, and strive to exceed those demands.

We co-operate fully with any environmental inspections or monitoring, and report our environmental performance openly and honestly.

We limit our emissions to the soil, water and air to permissible levels, and reduce the environmental impact of our products over their entire lifecycle.

This is all part of our belief that we have a responsibility to manage the planet's resources sustainably, on behalf of future generations.

2.5. We are committed to maintaining a safe, healthy and fair workplace for our employees

We take responsibility for our own safety, and our colleagues', by following our safety standards, wherever we are in the world.

We get the necessary safety training before we start a job, and intervene if others are in danger or are violating safety rules. We report near-misses, and share best practice proactively.

We encourage a healthy balance between work and personal life, and we do not tolerate any form of abuse, intimidation, or harassment at work, whether that's physical, sexual, or psychological.

2.6. We are good citizens in all our communities

We care for our community, and act as responsible neighbors.

We respect the cultures, customs and values of local people and societies, wherever we are in the world.

We make a positive contribution to social and economic development in our local communities, and minimize any negative impacts from our operations.

We listen to local people, and take their views into account, and encourage our own employees to play an active role in their own neighborhoods.

2.7. We avoid conflicts of interest

We take care that no personal considerations or relationships influence the way we do business with Ahlstrom.

We ensure that our business travel and accommodation expenses are always paid by our company, and we do not give or accept gifts, entertainment, or hospitality beyond what would normally be considered reasonable.

3. How to report a concern

We want our stakeholders to feel they can freely report any concerns they might have about possible violations of this Supplier Code of Conduct. This might include, for example, suspected irregularities in accounting or financial reporting, potential conflicts of interest or illegal acts, as well as any environmental or human rights issues.

If you wish to remain anonymous your identity will not be revealed unless it is absolutely necessary in order to carry out a proper investigation.

Messages can be sent by employees and other external stakeholders by e-mail to a dedicated and confidential mailbox, codeviolation@ahlstrom.com. Only the VP Legal Affairs, General Counsel has access to this email address.

We commit to adhering to the principles of this Supplier Code of Conduct.

Signed:

Name, Position

Supplier

Date and Place