



YIT Code of Conduct

– the way we operate in accordance
with our shared values and rules

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Dear reader

YIT’s values and leadership principles are the cornerstones of everything we do and the way we work. They provide a strong foundation for building a coherent corporate culture and adopting consistent operating methods. That is why updating our values and leadership principles to correspond to the aspirations of the new YIT was one of our first priorities following the merger.

The document you are holding, “YIT Code of Conduct – the way we operate in accordance with our shared values and rules”, is a concrete expression of what compliance with our values means in our work with different stakeholders. In order to achieve business success, we must respect all of our stakeholders, engage in effective cooperation and create value for all of them, including customers, shareholders and employees. We are committed to promoting the long-term success of our business, but not at all costs.

This Code of Conduct includes the principles that guide our operations in relation to customers, employees, shareholders, business partners, competitors, society, the environment, the transparency of our operations, communications and data protection. You will also find information related to compliance with our operating principles and reporting infringements.

The Code of Conduct is not meant to be a detailed guide that provides an answer to every question, but rather a general guideline for compliance with our shared values, principles and rules.

We hope that you will familiarise yourself with the YIT Code of Conduct, as this will make you well-equipped to have a successful career at YIT. Every YIT employee is expected to comply with this Code of Conduct at all times.

Helsinki, Finland, December 19, 2018



Harri-Pekka Kaukonen
Chairman of the Board



Kari Kauniskangas
President and CEO

1 Mission, vision and values – the basis of YIT’s way of working

MISSION

We create better living environments

VISION

More life in sustainable cities

VALUES

RESPECT

- We care about customers and personnel
- We look for environmentally sustainable solutions

CREATIVITY

- We trust and build a positive spirit
- We empower people to innovate and challenge

COOPERATION

- We are open and share knowledge
- We involve and partner to succeed

PASSION

- We aim high with quality, expertise and results
- We work ethically and keep our promises



Together we can do it.

2 Leadership principles

YIT leadership is based on openness and trust. In leading people, we comply with the jointly agreed YIT Leadership Principles based on our values.

- Act as one YIT team
- Lead by example
- Welcome change and new ideas
- Be available, listen and ask
- Celebrate success and learn from mistakes

The management system is management by key results (MBKR).



3 YIT's relationship with its stakeholders

3.1 RELATIONSHIP WITH OUR CUSTOMERS

The main goal of our business is to satisfy profitably the needs of our customers and to produce value for them. We want to be a reliable partner and the number one choice for our customers. The following principles guide our relationship with our customers:

- We ensure that our operations correspond to the promises we make to our customers.
- The marketing of our products and services is always truthful and accurate.
- The quality of our products and services can be trusted and is managed following the ISO 9001 quality certification principles and guidelines or similar approaches.
- Quality is very important for us. We want each of our customers to be happy with our work and the service they get. We always strive to get everything right the first time. If we receive from our customer negative feedback on the quality of our work, we take the matter seriously and, without delay and in a cooperative manner, we implement corrective action that is agreed upon with the customer
- In our products and services, we always take into account the safety of our customers.
- We continuously develop new solutions to increasingly produce value for our customers.
- We regularly collect feedback from our customers and develop our products and services based on that feedback. We also actively develop new ways of communicating and collaborating with our customers.





3.2 RELATIONSHIP WITH OUR EMPLOYEES

Our employees are a key factor in our success and we treat them accordingly. We strive to be the most desirable employer in our field. The following principles guide our relationship with our employees:

- We comply with local labour laws and regulations in the countries in which we operate.
- Every employee has the right to a safe working environment and so we strongly concentrate on excellence in occupational safety.
- We respect internationally proclaimed human rights. This means, for example:
 - We do not tolerate any form of discrimination related to age, gender, race, skin colour, nationality or ethnic origin, language, social standing, religion, physical or mental handicap, political or other opinion, family relations or sexual orientation. Nor do we tolerate any kind of harassment or bullying in the workplace.
 - Our employees have freedom of association, including the right to form and to join trade unions for the protection of interests and the right to conduct collective bargaining.
 - Wages paid to our employees are always at least at the level of the legal minimum wage.
 - Employees have the right to equal pay for equal work.
- We hire new employees solely on the basis of their know-how and potential.
- We offer our employees opportunities for training and educational activities according to the requirements of their current and future work tasks. We are committed to their well-being and development over the long term as well as keeping up and increasing their value in the job market.
- We offer positions to summer interns, trainees and similar temporary employees. We also participate in the development of educational programmes related to our fields of operations.

3.3 RELATIONSHIP WITH THE OWNERS

We are committed to maximising shareholder value over the long term. We strive for good financial results in a legal and honest manner and we provide shareholders with timely, relevant and truthful information about our operations. Good corporate governance and effective risk management are essential for us. Additionally, the following principles guide our relationship with our owners:

- We ensure that we provide the market with all relevant information in a timely manner and that we act transparently. The information we give is correct to our best understanding and it is reported according to the prevailing laws and corporate governance codes. On the group level, we report our financial figures according to the International Financial Reporting Standards (IFRS)
- We do not use or disclose insider information in a prohibited way. YIT's Guidelines for Insiders follow the Guidelines for Insiders approved by NASDAQ OMX Helsinki for listed companies and we regularly review and update them.
- We follow the recommendations of the Finnish Corporate Governance Code.
- We enter and document all of our business transactions completely and correctly in accordance with our accounting principles and what is otherwise considered as good accounting practice. All transactions and documents associated with the company are business-related.

3.4 RELATIONSHIP WITH SUPPLIERS, SUBCONTRACTORS AND OTHER BUSINESS PARTNERS

Good and trustworthy suppliers and subcontractors are essential for our business. We aim for long-lasting and mutually satisfying relationships with our partners. We want to ensure good business practices throughout the supply chain and thus support the development of the entire industry in an increasingly responsible and ethical direction. Additionally, the following principles guide our relationship with our suppliers, subcontractors and other business partners:

- We treat suppliers, subcontractors and other business partners



equally, without discrimination and honestly, following the applicable laws and regulations.

- We expect our suppliers, subcontractors and other business partners to comply with laws and regulations as well as environmental protection regulations, respect internationally proclaimed human rights and labour conditions and comply with good ethical practices.
- We do not tolerate any forms of bribery or other illegal payments in the relationships with our suppliers, subcontractors and other business partners. We do everything we can to reject bribery, corruption and white-collar crimes within our sphere of influence.
- We do not tolerate the use of child labour nor any form of forced or compulsory labour.
- We appreciate common business development with suppliers and subcontractors in order to better respond to the developing needs of our customers.

3.5 RELATIONSHIP WITH THE COMPETITORS

We support open and fair competition in all markets and we comply with the applicable competition legislation in everything we do. We avoid situations where there is a risk that the competition regulations could be breached. We do not talk with our competitors about prices or principles for setting prices, participation in competitive bidding processes, our costs and cost structures, our strategic decisions and other information that is not public and should not be known by competitors.

3.6 RELATIONSHIP WITH THE SOCIETY

Our business is characterised by locality. In all of our countries of operation, we employ local people and cooperate with local suppliers and contractors. As a consequence, good relationships with the societies around us are crucial for our business. The following principles guide this relationship:

- We follow the local laws and regulations in every country of operation.
- We do not exercise or tolerate any form of corruption, extortion or bribery and we are committed to working against these practices.
- We do not make financial contributions to political parties or groups or individual politicians.
- We actively participate in developing the whole construction industry by, for example, partnering with educational institutions in the field.





- We take part in discussions concerning the development of local communities.
- We are committed to developing attractive urban environments.
- We develop new services together with citizens and customers.

3.7 RELATIONSHIP WITH THE ENVIRONMENT

We aim to reduce the impact on the environment caused by our own operations and the operations of our subcontractors. With our products and services, we have the possibility to also support the reduction of our customers' environmental impact. We aim to use this possibility to its full potential and thus support the creation of an increasingly environmentally sustainable living environment. Additionally, the following principles apply to our approach towards the environment:

- We are committed to reducing the energy consumption and waste generation of our own operations as well as our greenhouse gas emissions.
- In construction, we pay special attention to energy and material efficiency, as well as the choice of materials. We continuously develop new solutions for increasing environmental friendliness.
- We strive to provide a long-lasting, environmentally sustainable living environment for our customers. We invest in developing new innovations in this field.

3.8 CONFLICTS OF INTEREST

Our decisions are not affected by personal interest. We avoid conflicts of interest that could have a negative effect on our judgement in business.

3.9 COMMUNICATIONS

The general principles governing our internal and external communications are reliability, openness and speed as well as the observance of laws, regulations, the rules of the stock exchange and our own policies.

3.10 DATA PROTECTION

Data protection is part of the constitutional right to the protection of privacy. In performing their duties, every YIT employee is responsible for observing data protection to ensure that personal data is handled securely and kept from ending up in the wrong hands. Our employees, customers and partners have the right to trust that we operate responsibly. More information and instructions is available on Pulse: <https://yitgroup.sharepoint.com/sites/pulse/content/en/Pages/YITemployeeprivacypolicy.aspx>



4 Complying with the principles and reporting misconduct

Every individual employee is responsible for complying with this Code of Conduct. Superiors are obligated to endorse compliance with the Code of Conduct among their subordinates. The YIT Code of Conduct should be observed every day throughout the YIT organisation. Employees are encouraged to talk about the Code of Conduct and related questions with their superiors.

In addition to the YIT Code of Conduct, YIT has more detailed and specific guidelines on several of the themes dealt within this document. Those guidelines are consistent with this Code of Conduct and provide further information on specific issues. Employees are encouraged to refer to those guidelines when they need more detailed information.

The YIT Code of Conduct has been translated into the main languages used in our countries of operation. Continuous training is given in the company to increase awareness of the content of the Code of Conduct and to ensure compliance with it.

Violation of the Code of Conduct will result in an appropriate reaction and dismissal is also possible. In cases of illegal action, violation of the Code of Conduct may be reported to the relevant authorities for further investigation and action. In such cases, we support the authorities in their work as much as possible and to the extent needed.

4.1 DUTY TO REPORT

We expect every YIT employee to report to their immediate superior if they suspect a violation of the Code of Conduct. Should the immediate superior fail to show a sufficient degree of interest, or give a sufficient response, or if the matter concerns the immediate superior, the employee is free to notify other levels within the company or by using the YIT Ethics Channel. Managed by the external service provider WhistleB, the channel allows employees to report

matters by phone or online. Reports can also be made anonymously. Employees have the right to report objectionable practices in the company, following the appropriate procedure, in accordance with the company's reporting routines. The same applies to reports made to the supervisory authorities or other public authorities. The YIT Ethics Committee also processes all reports in strict confidentiality. When reporting violations of the YIT Code of Conduct act always in good faith and with YIT's best interests in mind.

4.2 RESPONSIBILITY AND IMPLEMENTATION

YIT has a decentralised organisation which gives the business units a large degree of freedom to make their own decisions within a number of areas. However, the YIT Code of Conduct is an absolutely fundamental part of the company's strategy. It is absolutely necessary that every employee complies with the Code of Conduct. YIT's management and the Group Management Team have instructed the business units of YIT to implement and monitor the implementation of these principles.

4.3 CONTACT INFORMATION

In accordance with the YIT Code of Conduct, any violations must be reported online at <https://report.whistleb.com/en/yit> or by phone on +44-203-8083920, Code 5112#. Reports can be made anonymously.



**Together
we can
do it.**

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