



POSIVA'S CODE OF CONDUCT



Posiva's mission is to take care of the disposal of its owners' spent nuclear fuel. We operate in an ethical and responsible manner. We observe the currently valid legislation and provisions both in our business operations and in all interaction within the company and with the society around us.

The starting point of our operations is the uncompromising adherence to a high-standard safety culture and ensuring the safety of the final disposal of spent nuclear fuel. This requires high ethical standards and quality in all our operations.

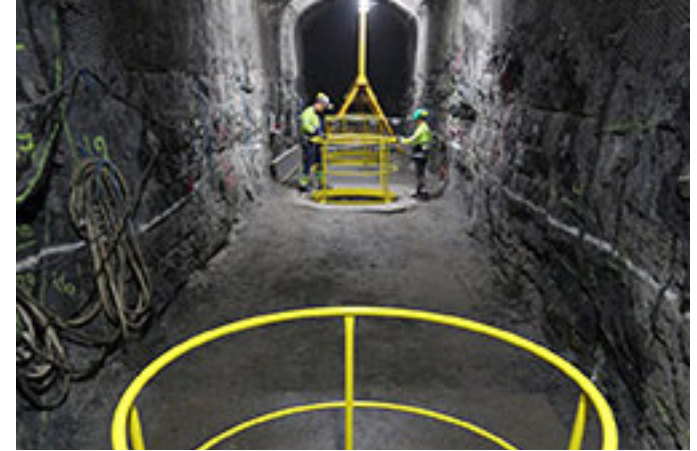
Mutual respect and cooperation with mutual appreciation are very important to us. We operate openly while maintaining confidentiality.

Posiva takes responsibility for all matters falling under its authority. We also take responsibility for each of our employees, our organisation and the stakeholders.

We expect all Posiva employees, as well as our business partners and subcontractors, to adhere to the principles defined in the Code of Conduct.

The basic principles of our operations

- We promote high ethical standards and quality in all our operations.
- We are committed to always acting honestly and ethically. We follow the legislation and provisions in force in the countries where we operate.
- We follow the OECD guidelines for multinational enterprises (as amended in 2011).
- We do not tolerate discrimination or harassment.
- Our interaction with our stakeholders is guided by high ethical standards and in no way compromises the reputation or neutrality of either party. We do not sponsor political activities.
- We participate in the development of the surrounding area by cooperating with the local community and companies.
- We take our stakeholders' views into account in plans and decisions that may have significant impact in the region where we operate.



Our responsibility as an employer and a work community

- We offer a healthy and safe working environment and are committed to constantly developing it.
- We observe the labour legislation and the collective labour agreements of our industry.
- We offer training and professional development opportunities to the personnel.
- We constantly evaluate and improve our operations. We fix any deficiencies detected and prevent them from occurring again.
- We encourage each other to take care of our physical and mental well-being and to maintain a balance between work and leisure.
- We take good care of the company's property, information included. We only use the property to advance the goals of the business and the company.

Business ethics

- We do not tolerate corruption, bribery or dishonest activities.
- We do not ask for or accept, directly or indirectly, any inappropriate payment or other compensation that is intended to persuade us to act against our principles.
- We respect the values and opinions of persons and communities that have a negative attitude toward nuclear power and our operations.
- We are open to new development opportunities that promote safety, economic efficiency, expertise, operating methods and working conditions.

Adherence to this Code of Conduct

These operating principles have been discussed by the Posiva management team and the joint operation meeting. The company's Board of Directors has approved the principles on 17 October 2013.

Activities that violate the Code of Conduct shall be reported to a supervisor or a member of the company's management. All reported suspicions of misconduct will be investigated according to the established procedure.

Posiva's web and intranet sites include an e-mail address that anyone can use to report their concern and information regarding the Code of Conduct confidentially and anonymously. We will withhold from any disciplinary action against persons who in good faith report activities that violate this Code of Conduct. The rights and privacy of both the person reporting the issue and the person suspected of misconduct will be guaranteed at all times.



POSIVA OY

Posiva Oy Olkiluoto,
27160 Eurajoki

Puh. (02) 8372 (31),
faksi (02) 8372 3809

www.posiva.fi