



AVIA Real Estate Oy's Code of Conduct



AVIA Real Estate's Code of Conduct forms the basis of all our operations. The purpose of this Code of Conduct is to clarify and establish the company's business practices and unify the personnel's operating ways. The Code of Conduct can also provide support in solving problem situations.

AVIA Real Estate's Code of Conduct guides the actions of all our employees and management. Every employee and the management are, without exception, obliged to follow this Code of Conduct and guidelines. The obligation to follow the Code of Conduct also means that

each employee and management team member is to actively stay updated on changes to the Code of Conduct. AVIA Real Estate also requires its partners to comply with this Code of Conduct.

Activities that break the law or violate the Code of Conduct, along with suspicion of misconduct, must be reported to one's superior or other persons in the management team. Reports are always processed confidentially. No threatening, pressuring or other countermeasures against the reporting person are tolerated at AVIA Real Estate.



We follow the law

Conformity to law is the starting point for AVIA Real Estate's business. AVIA Real Estate follows current national legislation, regulations and authorities' orders as well as the Code of Conduct approved by the company. We do not accept activities that break the law under any circumstances.

We identify our partners in a way that adheres to the law. If we cannot verify the legality or good conduct of our partners' operations, AVIA Real Estate does not begin or continue the collaboration.



We treat our personnel equally and offer good working conditions

Our personnel is one of the cornerstones of our operations. All employees are treated fairly and equally. We do not tolerate discriminatory or offensive practices in recruitment, promotions, remuneration or any other situation or general behavior at the workplace. Our employees have freedom of association.

All employees are encouraged to engage in

lifelong learning and professional development. We also want to ensure that our employees have safe working conditions and support them in looking after their well-being.

Forced labor, the use of child labor or other activities that violate human rights are not allowed under any circumstances.



Our company's business relations and acquisitions are commercially justified, and we value our clients and long-term collaborations

Our business relations are market-based, follow good business conduct and are commercially justified.

We treat our clients and other stakeholders equally. We offer them solutions

and services that acknowledge their needs and services. We value long-term business relations and open collaboration with all our stakeholders.



Safety and looking after the environment are part of our operations

We do our part for the environment. AVIA Real Estate is committed to operating responsibly and with respect for the principles of sustainable development.

Our goal is to develop safe urban environments which have long life cycles, promote communality, consider different life stages and situations and enable diverse service offerings and flexible mobility.

We also aim to reduce and prevent the environmental effects of our operations by considering the entire life cycle in the development of areas. We do so by utilizing energy-efficient solutions and carbon-neutral energy forms and by using ecologically sustainable materials and preserving biodiversity.



All forms of bribery and corruption are forbidden

We do not tolerate any kind of corruption, bribery or extortion. The company, its employees or partners shall not, under any circumstances, directly or indirectly offer, pay, request or accept bribes or other financial gains. Occasional and reasonable company gifts are allowed as part of ordinary business, and hospitality is allowed when offered openly and in

proportion to the situation and the person's position.

If the interests of an employee or person in a managerial position were to conflict with those of AVIA Real Estate, they must abstain from decision-making and delegate the matter to a neutral person.



We operate confidentially and ensure information security

Confidential information received by AVIA Real Estate is not to be handed over to outsiders or used to one's own or a third party's benefit. We process matters related to our business and clients confidentially, ensuring data

security. We follow data security legislation in the processing of personal data. We report infringements of data protection or data security in accordance with legislation.



Verifying and updating the Code of Conduct

The board of directors has adopted this Code of Conduct on November 28th 2022. The need to update the Code of Conduct is assessed regularly and changes are made when needed.