



Espoo Museum of Modern Art

## **CODE OF CONDUCT**

### **ABOUT EMMA MUSEUM**

EMMA is an art museum that believes in the power of art to inspire and evoke a unique visual and spatial experience. We strive to foster creativity and boundary-pushing in art and design. We are bold groundbreakers, and we invite open exchange with our audiences.

EMMA is committed to acting responsibly in all its activities. The museum is dedicated to promoting and improving accessibility, environmental sustainability, inclusiveness, and equality. This document sets up the values and principles that EMMA intends to implement in its supply chains. The Code of Conduct is based on international conventions such as key UN conventions, UN Guiding Principles for Business.

The principles set in this document help EMMA's suppliers, subcontractors, and partners to make ethical and sustainable decisions in their operations. EMMA wishes its partners to engage with these principles. It is EMMA's suppliers' responsibility to inform their subcontractors about this Code of Conduct.

### **GENERAL PRINCIPLES**

All EMMA partners must follow the national laws and regulations of the countries in which they operate. Suppliers are also expected to act in accordance with highest business ethics standards. Suppliers shall provide accurate and relevant information about their business operations and compete fairly and ethically in all respects. Suppliers agree to handle personal and other confidential data appropriately.

Any form of bribery, corruption or money laundering is not acceptable. Suppliers shall establish and maintain policies and procedures that prevent above mentioned action in all business processes.

### **LABOR RELATED PRINCIPLES**

All EMMA partners shall have an employment contract with their employees. Employment contracts must include the employment terms and conditions in accordance with local legislation. EMMA does not accept any forced or non-voluntary labor. Every employee shall be treated with respect and dignity.

All EMMA partners shall respect the employees' freedom of association and their right to negotiate collectively.

EMMA does not accept child labor.

All EMMA partners shall ensure that workers are not asked to work more than regular hours per week.

All EMMA partners shall ensure that the workers receive fair salary that is sufficient to provide them with a decent living.

## **HUMAN RIGHTS RELATED PRINCIPLES**

EMMA does not accept any discrimination of human rights. Employees shall not be discriminated because of gender, age, religion, ethnic background, pregnancy, disability, social background, sexual orientation, political opinions, diseases, etc.

All EMMA partners shall provide their employees with safe and healthy work environment. The premises must be regularly maintained and must provide safety information and relevant training. The staff in EMMA follows our policy for safer space. We recommend our partners to create and follow similar kind of policies to build trust and safety in work.

## **ENVIRONMENT RELATED PRINCIPLES**

All EMMA partners must respect the environment and promote environmental responsibility. Climate impact should be considered, and greenhouse gas emissions reduced where reasonable. Partners shall at least comply with all applicable environmental laws and regulations and have all relevant environmental permits for their operations.

Suppliers shall pay attention to efficient use of resources and materials. Water should be used as efficiently as possible. Wastewater must be disposed according to the local legislation. Suppliers shall work to reduce waste during their production. All waste must be taken care of in responsible manner and in accordance with local laws.

All EMMA partners must follow the current European Chemical regulations and current legislation when chemicals are used.

EMMA does not accept any cruelty to animals during production process.



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## **COMMITMENT TO THE CODE OF CONDUCT**

Signing the Code of Conduct is mandatory for all parties having a business relation or partnership with EMMA. Please submit the signed Code of Conduct to EMMA

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Place and date

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Signature and title

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Company name