



Helsinki Mills

EST. 1934

**HELSINKI MILLS
SUSTAINABILITY REPORT
2024**

Sowing seeds of good



HELSINKI MILLS IS A FINNISH FAMILY BUSINESS

Helsinki Mills is a 90-year-old Finnish family business that manufactures high-quality cereal products for consumers, professionals and the food industry, both domestically and for export. The extensive Myllärin product range offers options for all times of the day, including organic and gluten-free products.

The main raw material for our products is domestic, locally grown cereal. We focus on high quality and safety throughout the production process. We have three laboratories, one of which is reserved for the control of gluten-free products.

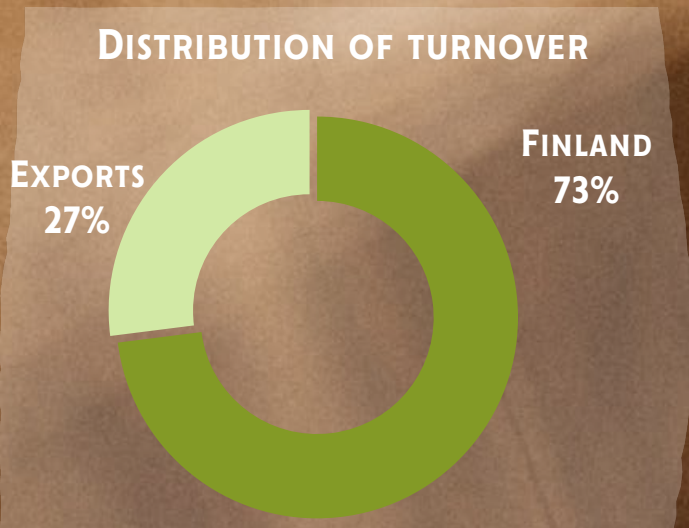


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HELSINKI MILLS KEY FIGURES 2024

TURNOVER **55.7** EUR MILLION

BALANCE **31** EUR MILLION



EXPORTS TO NEARLY
50 COUNTRIES AROUND THE WORLD

OUR BASIC RAW MATERIAL IS LOCALLY GROWN, FINNISH GRAIN.

THE GRAIN WE PROCESS IS
100% FINNISH.

99% OF OUR RAW MATERIALS
ARE FINNISH

*NACE classification code:
106 10 Manufacture of grain mill products*



WE MAKE

APPROX. **60** MYLLÄRIN PRODUCTS,
OF WHICH 20% ORGANIC PRODUCTS
25% GLUTEN-FREE PRODUCTS
35% OF WHICH HAVE RECEIVED THE HEART SYMBOL

100% OF OUR
ASSETS ARE LOCATED IN
FINLAND. IN 2024 WE PAID
143,000 EUROS IN TAXES AND
INVESTED 875,000 EUROS.

WE EMPLOY
APPROX. **110** PEOPLE
IN 3 LOCATIONS,
JÄRVENPÄÄ,
NÄRPIÖ
AND VAASA





MEMBERSHIPS AND CERTIFICATES

We have been awarded the International Food Standard (IFS) certificate.) in 2021. The internationally recognised and GFSI-approved food safety standard is proof that our food manufacturing process is safe and our quality control works. The certificate is audited annually.

Since 2017, we have been a member of the global Sedex organisation, which works to ensure responsible and ethical trading and supply chains.

We also have Organic, Kosher and Halal certificates.





OUR SUSTAINABILITY POLICY

Helsinki Mills develops, manufactures and markets cereal-based foods and their raw materials. We do this in a way that respects the principles of sustainable development, the environment, people and society.

Our sustainability policy is based on the UN Sustainable Development Goals (SDGs). Helsinki Mills also has a quality and management system in accordance with the international IFS standard and we are committed to continuously improving our operations when it comes to environmental, health and safety matters. We comply with all local, national and international regulations and agreements that apply to our operations.

In our sustainability programme, we aim to focus on actions and choices that genuinely matter on the scale of our operations and that we can influence. The three cornerstones of our sustainability programme are the environment, procurement and people.

As raw materials, we use almost exclusively renewable natural resources: cereal grain and other plant-based ingredients. When selecting packaging materials, we always strive for the best solutions and recyclability from the environmental point of view.

We prefer domestic cereals to imported cereals, and when it comes to the supply of cereals, priority is given to domestic cereals whenever there is sufficient supply. With our contract farmers, we follow a farming programme that aims to achieve the best cultivation techniques in terms of yield levels, minimize the environmental footprint and promote biodiversity. We aim to promote organic production in a market-oriented manner.

When selecting partners, we value companies, communities, and individuals that are aware of sustainability.

We develop and market products and methods that are safe to use, healthy, environmentally friendly, and less harmful to society.

When designing production processes and developing products, we take health, safety, and the environment into account throughout the product's entire life cycle. We strive to use raw materials, other materials and energy sparingly and to reduce the amount of waste and emissions generated in both production and transportation. We make full use of raw materials.

We communicate openly and honestly about the environmental, health and safety impacts of our operations. Our cooperation with authorities and stakeholders is based on trust and long-term commitment. We train and encourage our staff to work in a way that makes them feel responsible for the environmental impacts of their actions and that promote safety, health and environmental protection.

Energy consumption is considered a significant environmental aspect, and we strive to favour renewable energy sources even when they are not cost-effective. The inedible side stream generated in production is utilized in the production of thermal energy and as feed and fertilizer. The process steam for our flaking mill is produced entirely by burning our own side streams instead of oil.

Helsinki Mills does not have its own transport equipment to deliver raw materials to factories or to deliver products from factories. We buy the transports as a service and try to minimize their environmental impact. The flow of goods mainly takes the form of road transport and sea transport across the oceans.



HELSINKI MILLS SUSTAINABILITY PRIORITIES*

The sustainability umbrella pledge:

We offer healthy and responsible
plant-based food solutions for a variety of diets



Environment
– towards a more
sustainable food system

We ensure that farming
will still be possible in
100 years' time.



Procurement
– sustainable
raw materials

We ensure the sustainability
of the procurements related to
the manufacturing of our
products.



People and society
– a healthy person and a
healthy lifestyle

We ensure responsible
human resources policies
and management.



We aim to minimise the emissions of our value chain by 2034
when our company turns 100 years old.

**Our sustainability programme is based on the UN Sustainable Development Goals.*



HIGHLIGHTS IN 2024

Environment – towards a more sustainable food system

- ✎ We investigated our company's scope 3 emissions from 2023
- ✎ We launched Myllärin Oat 2.0, oats grown according to our sustainable farming programme, the first crop of which was grown on the Mäki-Latvala farm. In the 2024 harvest season, the Alasaari farm also joined the programme.
- ✎ We expanded our farming programme from oats to wheat, and the first smartly cultivated wheat 2.0 was sown on the farms of our five contract farmers
- ✎ We mapped out and found new partnerships for more efficient utilization of side streams. We started a cooperation with the fertilizer manufacturer Yara in which the oat husks produced as a side stream of the milling process is utilized in Yara's recycled fertilizers.
- ✎ We invested in new sifter cabinets at the Järvenpää mill, which improved yield and production efficiency and reduced waste.
- ✎ The Vaasa bioenergy plant was given the capability to use renewable fuel oil as a source of reserve power.

Procurement – sustainable raw materials

- ✎ We updated our Code of Ethics for our suppliers
- ✎ We updated the principles of sustainable procurement
- ✎ We switched to using FSC-certified cardboard for our packaging

People and society – a healthy person and a healthy lifestyle

- ✎ We conducted Double Materiality Assessment (DMA) in cooperation with Ecobio and prepared for CSRD reporting
- ✎ We made a donation of EUR 10,000 to Save the Children from our positive result
- ✎ Supervisors participated in the management training programme
- ✎ For the third time, the Myllärin brand was ranked among the top 10 most sustainable food brands in the Sustainable Brand Index 2024 survey and ranked 23rd among all brands.
- ✎ We participated in three business villages, where a total of almost 20,000 sixth-graders learn working life and financial skills every year. At the mills' spot, young people learnt how the food chain works and got to know what a head miller does.



OUR SUSTAINABILITY ACTIONS OVER THE YEARS

1934

- Helsinki Mills' operations start. We produce plant-based food with Finnish grain as the main raw material.

**1997**

- We started producing organic products almost 30 years ago.
- In 2024, organic farming accounted for 22% of the family business's turnover.

**2010**

- We chose an environmentally friendly form of energy and since then all our production plants have used green electricity.

2013

- Our own biopower plant was completed in Vaasa. The thermal energy required by the plant is produced from oat husk waste generated in production

2019

- We calculated our carbon footprint (scope 1&2) for the first time.

2021

- We switched to the more environmentally friendly EGP printing method for packaging printing.
- For the first time, we calculated a product-specific carbon footprint for Myllärin Organic Fiber-rich Oatmeal product.

2022

- The first oat crop grown according to the sustainable farming programme was harvested.
- We launched new Finnish oat products which can be used in cooking instead of rice

**2023**

- We calculated scope 3 emissions from our own operations for the first time.
- The growing season of the first Oats 2.0 cereal in Ilmajoki.
- The Myllärin brand was included in the Sustainable Brand Index for the first time and ranked 19th.

**2024**

- We launched the smartly grown Myllärin 2.0 Oatmeal to consumers.
- We expanded our sustainable farming programme to wheat.
- We started preparing for the extension of reporting obligation (CSRD).
- We invested in new sifter cabinets at the Järvenpää factory.
- We switched to using FSC-certified cardboard for our packaging



RISKS AND OPPORTUNITIES

In 2024, we conducted a Double Materiality Assessment (DMA) to get to know our stakeholders, assess the most relevant risks and opportunities for our company's operations based on science, and assess the impact of our own operations on our environment. The DMA was prepared in accordance with the ESRS standard.

The DMA allowed us to consult our main stakeholders: customers, staff, and farmers. We received important information from our stakeholders on the most relevant sustainability themes related to the environment, both social and administrative responsibility (ESG).

We assess the impact of climate change on our operations through the risks and opportunities it brings. Global warming affects the length of the growing season, but unpredictable winters and weather variations also bring risks.

In the future, for example, wheat can yield profitable harvests in an increasingly large area of Finland, but pests also enjoy the rainfall and warming climate. The impacts of climate change on agriculture in Finland are essential to the operating conditions* of Helsinki Mills.

In addition to climate change mitigation and adaptation water, air and soil pollution, loss of biodiversity and the impact of activities on ecosystem services were also highlighted as important environmental themes in the analysis.

Based on our analysis, we plan to clarify the spearhead of our environmental strategy during 2025-2026 and select our most important

development targets related to the climate and the environment. The company's top management is committed to environmental responsibility and takes the risks and opportunities of sustainability into account in the business strategy.

Among the themes of social responsibility, the impacts and risks to one's own workforce and working conditions as well as to the safety of consumers in the form of product safety were highlighted. During 2025-2026, we will continue to invest in occupational safety matters and maintain the high quality of our products and operations.

We identified impacts and risks related to our company's other operations, such as procurement and administration, especially regarding transport emissions, value chains of purchased raw materials, and procurement. Among the opportunities we identified were specialization in oat products and responsible cultivation, as well as a transparent sustainability reporting culture.

During 2025-2026, we will ensure that all our suppliers are committed to our updated Ethical Principles. We continue to work transparently and report extensively on our sustainability work in accordance with our stakeholders' expectations and to develop our own operations in an increasingly sustainable direction. We are committed to continuously developing our products, operations and production facilities to reduce environmental impacts and optimize the use of natural resources.

*(*Source: Natural Resources Institute Finland)*

ENVIRONMENT



ENERGY CONSUMPTION AND CARBON FOOTPRINT

OF OUR OWN OPERATIONS (SCOPE 1 AND 2)

In 2024, the carbon footprint caused by our own operations (scope 1 and 2) totalled 90 tons. Scope 1 emissions (89,791 kg CO₂) were caused by our own energy production, logistics with vehicles under our control, and refrigerant additions to refrigeration equipment.

Most of our scope 1 emissions come from reserve oil, which is used for steam and heat production at our Vaasa plant. In addition, emissions were generated from business trips made with leasing cars and the fossil fuels used for them. Scope 1 emissions in relation to production remained almost at the same level as in 2023.

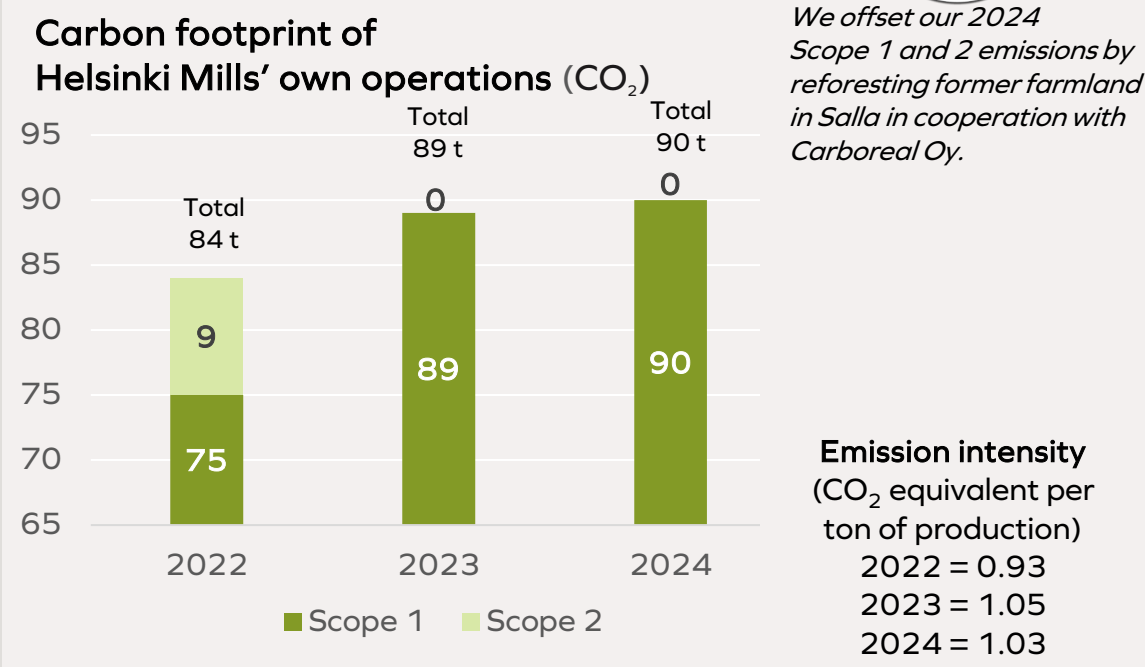
Scope 2 emissions did not occur at all, as we only use renewable electricity and district heating.

We have identified our largest sources of emissions and taken measures to reduce them. The Vaasa factory's bioenergy plant has been modified during 2024 to enable the use of renewable reserve oil. In addition, an improvement investment related to ventilation and heat recovery is about to be launched in Vaasa. The electrification of our leasing vehicle fleet is progressing, which will reduce emissions in the coming years.

Although the purchased energy did not cause us direct scope 2 emissions, we are aware of the associated indirect scope 3 emissions. That is why we are constantly investing in improving energy efficiency. We update our equipment and energy solutions in our properties and develop our everyday operating methods.



We offset our 2024 Scope 1 and 2 emissions by reforesting former farmland in Salla in cooperation with Carboreal Oy.



Municipality	Purchased electricity and heat energy (renewable energy MWh/year)
Vaasa	5,460
Järvenpää	4,644
Närpiö	400
Total	10,504



VALUE CHAIN EMISSIONS

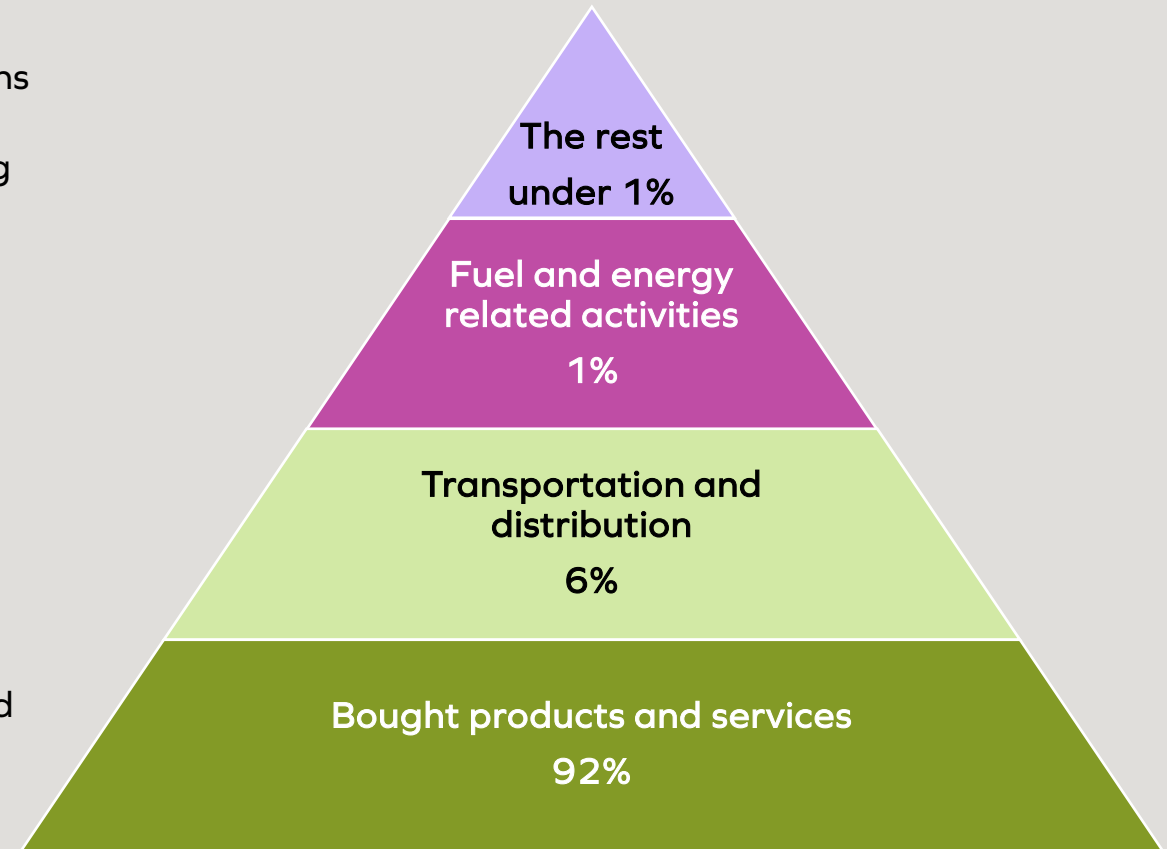
(SCOPE 3)

We calculate our scope 1 and 2 emissions annually and scope 3 emissions every three years. The latest scope 3 calculation (from 2023) showed that most of the climate impacts of our operations arise at the beginning of our value chain, i.e. in primary production.

Scope 3 emissions represent the most significant share of our total emissions and therefore also have the greatest emission reduction potential. Our goal is to minimize our value chain emissions by 2034.

In 2023, the largest scope 3 emission sources were cereal (85%), logistics (6%), other raw materials (4%) and packaging materials (2%).

We influence emissions through our own farming programme by developing farming methods, improving soil fertility, and increasing yield levels. We cooperate with actors who have their own climate targets and emission reduction measures. We updated our sourcing principles to ensure that our stakeholders at the start of our value chain also have climate targets and traceable supply chains.



Our most significant emission sources in scope 3 category
You can read more about the results on the next page.



CARBON FOOTPRINT 2023

SCOPES 1-3

*We calculate scope 1 and 2 emissions annually,
scope 3 emissions every three years.*

Helsinki Mills has calculated its climate impact by calculating the carbon footprint of its own operations in 2023 in accordance with the GHG protocol.

The aim of the first calculation was to create a clear understanding of Helsingin Mylly Oy's emission sources. In this way, reduction measures can be targeted as effectively as possible in the future.



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EMISSIONS IN NUMBERS

50 210

t CO₂e

Emissions for the
whole year

873

t CO₂e

Emissions / milj. €

502

t CO₂e

Emissions / person

HOW MUCH IS ONE TONNE CO₂e EMISSIONS?

- 1 tonne of CO₂e emissions equals ~6798kilometres driven by car.*
- average annual emissions of a Finn
- are ~10 tonnes of CO₂e. **

Sources: * Liikenne fakta 2021, ** Sitra 2018

SCOPE OF CALCULATION

The calculation takes into account emissions from own operations along the entire value chain (Scope 1, 2 & 3), including the following emission sources:

- In-use emissions from vehicle fuels
- Own energy production

Scope 1

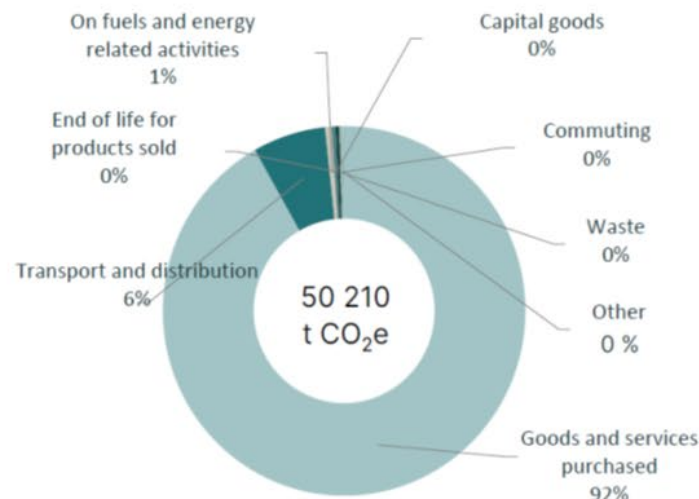
- Electricity
- District Heating

Scope 2

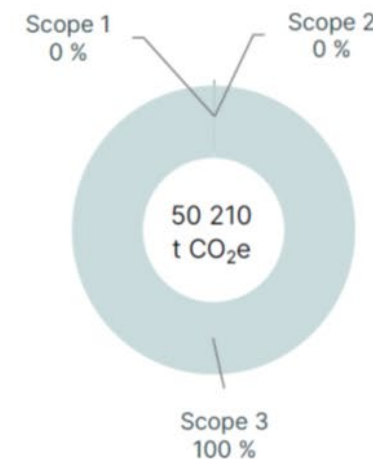
- Goods and services purchased
- Capital goods
- Transport and distribution
- Business travel and commuting
- Waste
- Fuel and energy related activities
- End of life of products sold

Scope 3

EMISSIONS BY SOURCE



EMISSIONS/ SCOPE





CIRCULAR ECONOMY AND WASTE

In the milling process, side streams come, for example, from peeling grains. Actual waste generated by our production is practically non-existent.

Oat husks do not go to waste either. The majority is used as animal feed and fuel in our own bioenergy plant, which produces the thermal energy needed for flaking at the Vaasa plant.

We deliver about 10% of oat hulls to a fertiliser plant where they are used as raw material for recycled fertilisers. In this way, part of the side stream eventually circulates back to the farmer's field as fertilisers.

Other waste is generated, for example, from raw material packaging materials, product spills, maintenance work and office waste. Waste from production is sorted and recycled.

At the waste plant, 51 per cent of our waste has been recovered for re-use and the rest has been incinerated for energy.

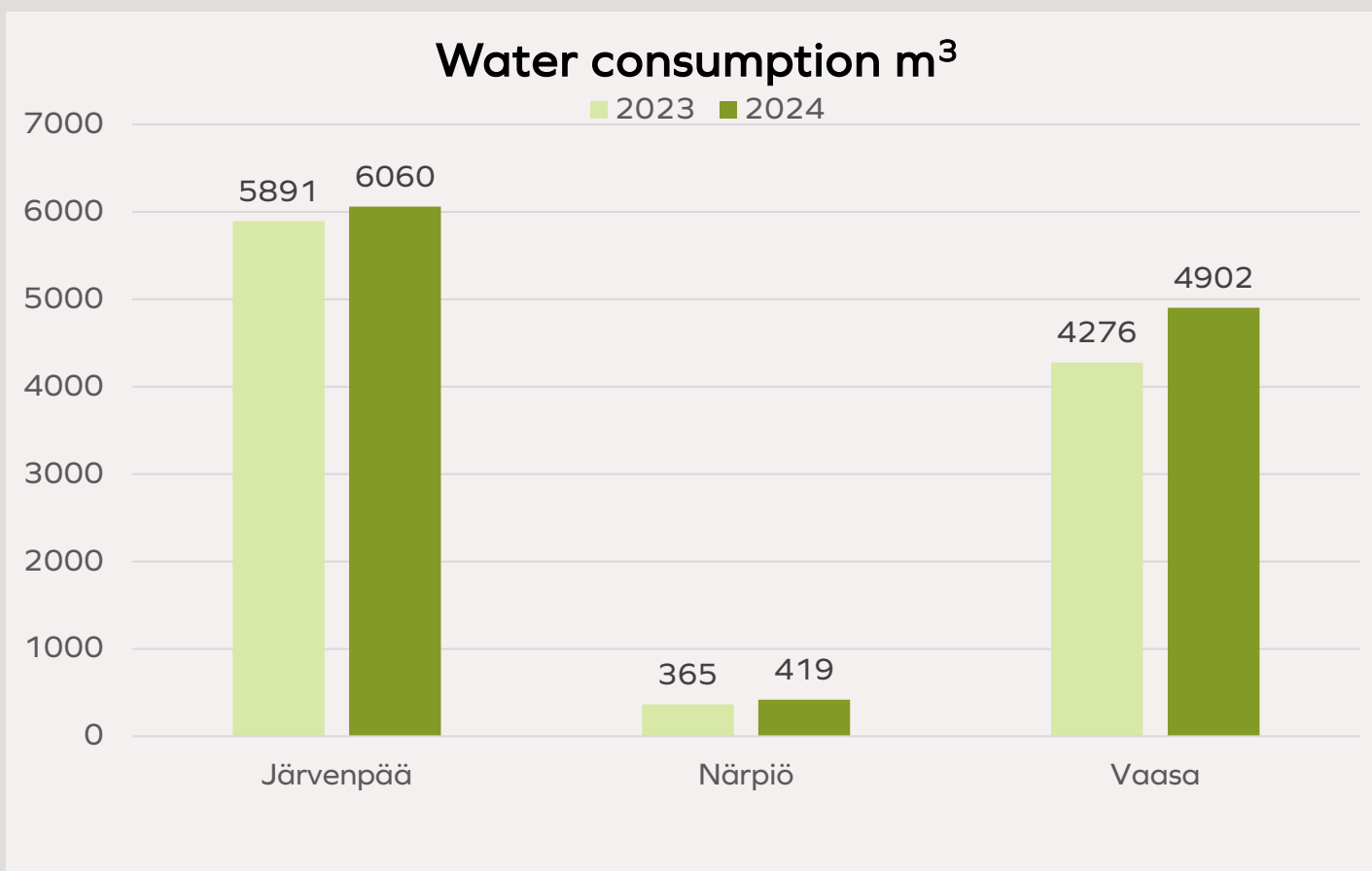
Site	Total (t)	Hazardous waste (t)	Non-hazardous waste (t)	Utilised (t)	Utilised (%)
Vaasa	116	0.5	115.5	38.5	33%
Järvenpää	56	-	56	33.5	60%
Närpiö	65	-	65	48.3	57%
All in total	237 t	0.5 t	236.5 t	109.1 t	46%

Amount of waste in tons per site (2024). The figures include estimated quantities.



WATER USE

The water consumption of Helsinki Mills is moderate. Water is used in the milling process, for example, to peel grain and to steaming flakes. The water footprint of Helsinki Mills' cereal grain products is very small, and our production process does not generate wastewater.



At the end of 2024, the Järvenpää laboratory made a change to circulation water cooling, and with it water consumption will be reduced by more than half in the future.

Water consumption in Närpiö is low but increased slightly from the previous year.

In Vaasa, water consumption has decreased significantly over the last five years but increased slightly in 2024.

PROCUREMENTS

PROCUREMENT AND FARMER COOPERATION

99% OF OUR RAW MATERIALS COME FROM FINLAND

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- ✦ The grain we processed was 100% Finnish. Overall, grain accounted for 98.4% of the raw materials we purchased. (In 2023: 98.2%)
- ✦ 0.16% of all purchased raw materials came from countries we identified as high-risk countries. (In 2023: 0.2 %)*
- ✦ 1.6% of the purchased raw materials were something else than grains. Some of these, such as fruits and nuts used in muesli, are sourced from abroad.
 - ✦ For other raw materials:
 - ✦ 37% were acquired domestically and 63% from abroad. (In 2023: 34% and 64%)
 - ✦ 97.6% were sourced from suppliers certified for sustainability or who signed our Ethical Principles (In 2023: 98.2%)
- ✦ In 2022 we launched a sustainable farming programme together with our contract farmers. The programme aims to ensure a good harvest with less environmental impact.
- ✦ Our sustainable farming programme includes **13** oat farmers and **5** wheat farmers. Common goals and new lessons learned have increased enthusiasm and networking among farmers.
- ✦ In 2024 over half (55%) of Helsinki Mills gluten-free oats were cultivated in accordance with the sustainable farming programme. The cereal delivered to the mill was once again of very high quality.

**(Source: Amfori BSCI Country Risk Classification)*



99%
FINNISH
INGREDIENTS



Helsinki Mills sustainability farming programme 2.0

BETTER YIELDS WITH LESS ENVIRONMENTAL PRESSURE - BETTER SOIL CONDITION AND MORE BIODIVERSITY

MANDATORY MEASURES EVERY YEAR

1. Targeted fertilisation: the right amount in the right place

The fertilisation needs of the plant are measured with different sensors and fertiliser is applied according to the nutrient requirements.

- ✦ Saves on fertiliser costs, produces better yields
- ✦ The fertiliser goes into the crop and does not leach into the environment

2. Flowering plants in crop rotation: improving the soil fertility of fields

Oil plants and legumes (such as turnip rape and peas) improve soil structure and microbial activity

- ✦ Reduces the need for plant protection products and fertilisers
- ✦ Increases biodiversity and provides food for pollinators

3. Pollinator-friendly pesticides

Only pollinator-friendly pesticides are allowed.

- ✦ Ensures that buzzy bugs can pollinate in peace
- ✦ Improves biodiversity of the fields

A NEW MANDATORY MEASURE!



OPTIONAL MEASURES*

Reduced tillage

- ✦ Some fields are lightly tilled, while others have vegetal coverage over the winter. This way, the nutrients do not leach into the environment. Light tilling improves field structure, increases carbon sequestration, field humus content, and small organisms such as worms.

Soil analysis

- ✦ Soil scanning helps the farmer to fertilise and lime the field in just the right places.
- ✦ Extensive soil analysis provides information on the status of organic matter in the field and monitors its accumulation and carbon sequestration
- ✦ Nutrient balance calculation provides information on crop efficiency and fertiliser yield response



Kari Alasaari, a pioneer in precision farming, acts as the programme's expert.

Farmers' additional efforts are compensated by us paying a premium price for the crop.



*For the 2024 growing season, the programme was updated to include **3 mandatory** measures and **4 optional** measures, one of which must be in place every growing season.*



THE USE OF PLASTIC IN PACKAGING MATERIALS DECREASED

We started the transition to FSC-certified cardboard in 2023. In 2024, we used 80% FSC-certified cardboard in our cardboard and paper packaging. In 2025, we will reach approximately 98%.

The use of recycled plastic in stretch films started in July 2024 and the use volume increased by 6% during the year.

The number of cardboard and paper packaging has increased significantly since 2023. This is due to the transition to boxed products and new boxed product launches.

We used 12% less plastic packaging than in 2023.

Packaging material	2023 (t)	2024 (t)	Change %
Corrugated packaging	267	261	-2
Cardboard and paper packaging	468	562	+20
Industrial fibre packaging	161	171	+6
Plastic packaging	66	58	-12

Packaging material usage quantities by material type.
(Source: RINKI-reporting)

PEOPLE AND SOCIETY

STAFF KEY FIGURES AND OUR PROMISE TO OUR STAFF

In 2024, we had 94 permanent employees. We employed 30 women and 64 men.
The employee turnover rate was 3.1%.

We train our staff regularly, and it is important to us that our staff develop their careers and know-how. We aim to invest in education regardless of gender and role.

All of our employees received at least the wages stipulated in the collective agreements and are covered by a collective agreement.

Each of our employees is eligible for performance bonus.

No accidents were recorded in 2024, and we have not been made aware of any occupational illnesses.

33% of supervisors are women and 67% are men.
17% of the members of the Executive Board are women and 83% men.
43% of the members of the Board women and 57% men.

We have not been informed of any cases related to child labour, forced labour, human trafficking, discrimination, or other negative human rights impacts in our own operations. We strive to ensure the implementation of human rights in our own value chain by requiring our own suppliers to sign our Ethical Principles.

ETHICAL PRINCIPLES



OUR ETHICAL PRINCIPLES 1/3

Our Ethical Principles define our company. They are the basis for all our operations and how we meet our customers, business partners and colleagues. The choices we make in everyday life will ultimately determine Helsinki Mills and the issues it represents. Since the company was founded, we have strived for excellence. To achieve this, we need to be a reliable partner for our customers and business partners.

We are committed to creating added value for all our stakeholders based on our values of sustainability, working together and continuity. For this reason, we expect all of us to follow the guidelines set out in the Ethical Principles and to maintain the highest ethical practices in everything we do.

Ethical Principles do not cover all possible situations and do not remove the need for common sense and professional judgement, but as Helsinki Mills ambassadors, it is our responsibility to know and follow the ethical guidelines and to act ethically in all our activities.

Ethical Principles do not replace or override local laws and regulations. They serve as complementary ethical standards and operating principles for all employees of the Helsinki Mills.

Scope of Ethical Principles

These Ethical Principles apply to all employees of Helsinki Mills and its Board of Directors. We encourage our business partners to adhere to these ethical guidelines.

1. Legislation and policies

We must comply with all applicable laws, regulations and policies of Helsinki Mills. We operate in several countries, so you must make sure that you are familiar with the laws and regulations related to your work in the country where you operate. We all have a responsibility to read and internalise Helsinki Mills policies and procedures in our own work.

2. Respect for human rights

We conduct business with respect for human rights in accordance with the UN Guiding Principles on Business and Human Rights and the International Labour Organisation (ILO) conventions. We do not tolerate the use of child labour, any form of forced labour or other human rights violations.

3. Respectful and harassment-free environment

We treat people with equal respect and courtesy on the basis of the principle of non-discrimination. Every employee must treat their colleagues with respect and fairness. We do not tolerate any physical, verbal, sexual or psychological harassment, bullying or insulting.

We support diversity of personnel and all decisions concerning individual employees must be made regardless of race, ethnicity, nationality, religion or belief, gender, gender identity, sexual orientation, age, disability, marital or family status or other characteristics. We also recognise and respect the freedom of association and the right to collective bargaining of our employees.



OUR ETHICAL PRINCIPLES 2/3

4. Health and safety

Humans are what is near and dear to Helsinki Mills' heart. This means that health and safety are always the most important things for us. We are committed to providing a safe and healthy working environment for all employees, business partners and suppliers, and to continuously improving the health and safety matters. Every employee must be familiar with and follow all health and safety rules, policies and procedures in their own work.

5. Fight against corruption and bribery

We are committed to preventing corruption in all its forms. It is forbidden to give or receive anything of value in an attempt to exert undue influence on another person for business or other gain. We do not give or promise money or other valuable assets to the authorities to obtain or maintain business or to obtain any other inappropriate benefit over competitors.

Helsinki Mills also prohibits payments (so-called lubrication fees) made for the personal benefit of the authority or to ensure or speed up routine operations. When offering or receiving hospitality or giving or receiving gifts, it must always be considered whether it is appropriate, reasonable and justified in the light of the circumstances. Gifts and/or hospitality must never affect or appear to affect the integrity of business decisions or the loyalty of the persons involved.

6. Fair competition

We compete fairly and comply with competition legislation in all our operating markets. The general purpose of competition law is to maintain competition in the market and thus to prevent agreements or arrangements between competitors which restrict competition or otherwise harm consumers. Such harmful conduct may include price fixing, customer or market sharing, abuse of a dominant position or exchange of sensitive information between competitors or indirectly, for example through trade associations. It is our responsibility to understand the requirements of Competition Act related to our daily work, as it is essential that our company and its employees comply with competition laws and regulations.

7. Environmental responsibility

We have an obligation to actively reduce the environmental impacts of Helsinki Mills. We are committed to continuously developing our products, operations and production facilities to reduce environmental impacts and optimise the consumption of natural resources. We respect the environment and take care of it. We actively communicate our environmental performance to stakeholders.

8. Consumer safety and responsible marketing

The health and safety of consumers is never compromised. We will take all necessary measures to ensure food safety. All our products must meet the highest quality and highest standards. We market our products in a responsible way. We are committed to developing new products and services.



OUR ETHICAL PRINCIPLES 3/3

9. Respect for privacy

We are committed to ensuring that the personal data of people with whom Helsinki Mills is dealing is protected. We process personal data responsibly and in compliance with laws and regulations in our operating countries. We exercise due caution and legally ensure that sensitive personal information does not become publicly available.

10. Conflicts of interest

All business decisions must always be based on what is objectively in the best interests of Helsinki Mills. The employees and directors of Helsinki Mills are not allowed to make decisions or influence decisions or actions if there are conflicts of interest. Conflicts of interest arise when the interests of private persons, personal relationships or other matters affect or appear to affect decision-making or other activities against the interests of Helsinki Mills.

11. Protection of property

The assets of Helsinki Mills are reserved for use only in the company's business operations. Company property may not be used for personal gain or illegal activity. This applies to physical, intangible, and electronic property such as patents, trademarks, know-how and information systems. We acknowledge that the trademarks and other intellectual property rights of Helsinki Mills constitute a significant part of the company's assets and must be actively protected.

12. Business confidentiality

We must protect and maintain the confidentiality of non-public information that we use in our daily work or that we receive from employees, customers, suppliers and other business partners. Confidential information should only be used for legitimate and appropriate purposes and we do not misuse them.

13. Communication

We work with decision-makers and other organisations, both directly and through industry associations, to develop proposed legislation and other regulations that affect legitimate business interests. We promote openness and transparency, as well as continuous dialogue with stakeholders within the limits of commercial confidentiality. We always communicate honestly.

14. Compliance with trade legislation, money laundering and financial reporting

We are committed to complying with all applicable trade laws and regulations, do not enable money laundering, and do not conduct business with third parties where trade sanctions prevent us from doing so. We do not violate applicable trade sanctions or engage in business activities that expose Helsinki Mills to the risk of sanctions. It is our responsibility to ensure that our financial statements, accounting and public reporting accurately and truthfully describe our events and business.



THE NEAR FUTURE OF OUR SUSTAINABILITY WORK

Our goal is to develop our operations in a more sustainable direction, and to ensure that the steps we have already taken towards a better future are kept up year after year.

Our sustainability work is guided by a separately appointed responsibility steering group. The sustainability programme is created in three-year cycles. In 2025-2027, the programme will focus on three cornerstones: environment, procurement, people and society.

We will continue to reduce our emissions and strive to implement projects every year to reduce our carbon footprint. We aim to report more widely and transparently every year.

Our main objectives include

- ✦ minimize our value chain emissions by 2034
- ✦ to source as much domestically produced, certified and responsibly grown grains and other raw materials from certified suppliers
- ✦ ensure the work ability, safety and comfort of our employees.

In order to promote these objectives, we have prepared an action plan.





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**HELSINKI MILLS
IS A FINNISH FAMILY BUSINESS
THAT FEEDS HAPPINESS
AND SOWS SEEDS OF GOOD.**



READ MORE:
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