



Metso Anti-Corruption Policy

Table of contents

About the Anti-Corruption Policy02

Anti-corruption03

Public officials04

Gifts & entertainment05

Conflicts of interest06

Donations06

Anti-money laundering07

Business partners.....07

Training and reporting09



About the Anti-Corruption Policy

Purpose

We at Metso are committed to proper business conduct and demonstrated integrity in everything we do. In addition to the various laws, regulations and policies that apply to Metso as a global company, this Anti-Corruption Policy sets the minimum standard and our zero-tolerance towards corruption.

Application

The Anti-Corruption Policy applies to all Metso employees irrespective of their position, responsibilities, and location. We also require all third parties doing business with us to apply similar principles and share our commitment to proper business behavior.

You are required to read and comply with this Anti-Corruption Policy and seek clarification or guidance from your Line Manager, Compliance & Risk Management or Legal and Compliance organization when needed.

Anti-corruption

Definitions

Bribery involves the offering, promising, authorizing, giving, accepting, or soliciting of an advantage as an inducement for an action which is illegal, unethical or a breach of trust, be it in the form of gifts, loans, fees, rewards, donations, favors or other advantages.

Kickbacks are bribes or illegal payments agreed as compensation for favorable treatment or other improper services.

Misuse of power involves the misuse of personal, public, or organizational power for private gain.

Solicitation involves requesting, ordering, or enticing someone else to any form of corruption or linked misconduct.

Facilitation payments, also known as grease payments, are smaller payments made to secure or expedite an administrative process, e.g., customs clearance, the issuance of permits or approvals or the processing of visa or work permit applications, whether legally a bribe or not.

Zero tolerance requirement

We at Metso do not tolerate corruption in any form, including any bribery, kickbacks, misuse of power, solicitation, or other form of corruptive behavior or abuse of entrusted power for personal gain.

You must not make any facilitation payments unless there is an imminent threat to your health or personal safety. In such event you must promptly report such payment to the Head of Compliance & Risk Management.

We do not tolerate the use of agents, distributors, or other intermediaries or third parties to evade the zero-tolerance approach against corruption.

Zero tolerance applies equally to the public and the private sector.

Public officials

Definition

Generally, the following persons qualify as a **public official**:

- an officer or employee of a government or any department, agency, or instrumentality thereof,
- an officer or employee of a public institution including any person who holds a legislative, administrative, or judicial position of any kind whether appointed or elected,
- an officer or employee of a public international organization (e.g., the World Bank, the International Monetary Fund, or the United Nations),
- a person acting in an official capacity or exercising a public function for or on behalf of any such government or department, agency, instrumentality, or public international organization,
- a political party, party official or candidate for political office, and
- an officer, employee, representative or agent of any entity owned or controlled directly or indirectly by a government including a sovereign wealth fund or any entity owned by a sovereign wealth fund.

Specific requirements

You must not offer any gifts and entertainment to a public official without proper pre- assessment of risks. While this Anti-Corruption Policy applies to both the public and the private sector, you must report the involvement of a public official to the Head of Compliance & Risk Management for further investigation.

Gifts & entertainment

Definition

Gifts and entertainment include:

- **gifts:** any item or service of value that is provided for the personal benefit at no cost or at disproportionate conditions,
- **hospitality:** the offering or acceptance of meals, drinks, refreshments, and other consumables, and
- **entertainment:** access to events or activities for the personal benefit at no cost or at disproportionate conditions.

Offering of gifts & entertainment

You are permitted to offer and accept customary gifts and entertainment if these remain occasional and modest and are offered or accepted during normal business conduct. Pre- approval by the VP, Compliance & Risk Management is required if the value exceeds EUR 100 per person.

You must never offer or accept cash gifts, cash gift cards or other gifts equivalent to cash.

You must never offer or accept any gifts and entertainment with the aim to influence a business decision.

Always refrain from offering or accepting gifts and entertainment in the context of an open bidding process, close to contract renewal, from a new customer or supplier we have not engaged with before or if a public official is involved.

You must also consider the procedures of the recipient. Many companies have implemented stricter monetary values or have banned the acceptance of any gifts or entertainment regardless of value. Our business areas, market areas and functions may also set stricter requirements than set out herein.

Travel costs

Any air fares and other unreasonable or significant costs in the context of otherwise permitted entertainment must be borne by the recipient if offered by you and must be borne by us if offered to you.

Metso is a frontrunner in sustainable technologies, end-to-end solutions and services for the aggregates, minerals processing and metals refining industries globally. We improve our customers' energy and water efficiency, increase their productivity, and reduce environmental risks with our product and service expertise. **We are the partner for positive change.**

[Metso.com](https://www.metso.com)

© 2024 Metso Corporation. All trademarks and registered trademarks are the property of their respective owners.

