

NELES

Modern Slavery and Human Trafficking Statement

Neles Corporation is one of the leading providers of mission-critical flow control solutions and services for process industries. With our global team of experts and innovative solutions, we help our customers to improve their process performance and ensure safe flow of materials. Neles is listed on the Nasdaq Helsinki in Finland and had sales of about EUR 576 million in 2020. Neles employs about 2,850 people in around 40 countries. Neles was created in the partial demerger of Metso Corporation, and trading in Neles stock started on July 1, 2020.

Our values and Code of Conduct

Neles' Code of Conduct is our key standard for ethical business conduct. We respect all applicable laws and regulations and seek to be a good corporate citizen wherever we operate. We respect human rights: all our employees are entitled to be treated with respect, and neither discrimination, harassment, nor illegal threats are tolerated. We do not accept use of any form of compulsory, forced or child labor, nor tolerate slavery or human trafficking, and comply with applicable national laws and regulations regarding working hours and employee compensation. In 2020, we launched a new Code of Conduct training to all employees. Our Code of Conduct training material contains a section on modern slavery and human trafficking. Neles is committed to acting with high integrity in all business relationships.

Neles supports the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption. We are committed to complying with the UN Declaration of Human Rights and UN Guiding Principles on Human Rights. Neles also supports and operates according to the principles described in the OECD Guidelines for Multinational Enterprises and the International Labor Organization's (ILO) Declaration of Fundamental Principles and Rights at Work.

Supply chain management

Neles' Supplier Code of Conduct sets the ethical business conduct standards that we expect our suppliers to follow. It is the starting point for any new or existing business relationship.

We have integrated sustainability into our procurement processes. Sustainability criteria are included in supplier evaluations to minimize risks and to develop opportunities related to quality and environment. Human rights are covered in Neles' internal audits and third-party supplier audits for suppliers in high risk areas.

Neles has practices in place which seek to ensure that there is no modern slavery or human trafficking in its own business nor in its supply chain.

Approval of this Statement

This statement has been approved and signed on March 3rd, 2021 by the President and CEO of Neles.



Olli Isotalo
President and CEO
Neles Corporation