

Neste Code of Conduct

The responsibilities we have towards our stakeholders

We operate with integrity with our customers, suppliers, and other business partners

Neste treats its business partners professionally, fairly, and equally - based on objective factors and excluding personal preference or interest. We do not offer or accept personal gifts or hospitality that can create improper influence or give the appearance of improper influence.

We provide our shareholders with good total shareholder return over the cycle

We are committed to growing our shareholder value by leveraging our extensive expertise in developing, producing and selling premium-quality fuels and other products and services. Our assets - in the form of financial, physical, or intellectual property - must be secured and protected to maintain their value. We maintain and manage accurate and complete data, records, reporting and accounting of our assets, liabilities and other essential information on all our businesses (whether financial or non-financial) in accordance with good business practices and generally accepted accounting principles.

We ensure a fair working environment and respect human rights

Every employee at Neste is entitled to fair treatment and equal opportunities, and we are committed to respecting the human rights and dignity of all employees and other right-holders. Neste expects its business partners to behave similarly. We do not tolerate any form of harassment or substance abuse at Neste, and we are committed to respecting our employees' and business partners' privacy and the confidentiality of personal data.

We are committed to the health, safety, and security of our people and others directly impacted by our activities, and to protecting the natural environment where we operate

Neste respects occupational well-being and is committed to becoming one of the safest companies in the oil industry. We do not make a profit at the expense of safety or security. Wherever we operate, we ensure that our operations have the minimum possible negative impact on the natural environment and the surrounding community.

We live up to our responsibility for sustainability

Neste supplies its customers with solutions that help them respond to environmental challenges such as climate change, the need to improve local air quality, and minimize the environmental impact of the energy used in transport, heating, and any other application for which our fuels or other products are used. We always take sustainability into account when developing our products and processes, and we are committed to learning more about the impact of our products over their entire life cycle and using this information to further enhance their performance.

The way we conduct our business

We act in compliance with laws and regulations, which we see as our minimum standards, and we expect our business partners to comply with all legal requirements as well

Neste is a good corporate citizen. We operate in compliance with all applicable, national and international, laws and regulations, international conventions and generally accepted practices for good corporate governance. However, we see these only as the minimum standards for us, and our way of conducting business goes much further than this baseline, as set out in this Code. We only do business with such suppliers, customers and other business partners that we expect to comply with all applicable laws and regulations. The Neste Supplier Code of Conduct defines the basic requirements Neste expects its suppliers to adhere to and implement throughout their business.

We avoid situations where private interests might conflict with business interests

Neste employees are expected to act in the company's best interest. Employees must avoid situations where their personal interest conflicts, or appears to conflict, in any way with Neste's interest.

Bribery and corruption in any form are unacceptable in our business

Neste does not engage in bribery or corruption in any form, and we expect our suppliers, customers and other business partners to behave in the same way.

We operate transparently and communicate openly with all our stakeholders

Neste is committed to transparency in its operations and performance. We communicate promptly, consistently and accurately, and provide a sufficient level of information to ensure that all stakeholders can form a true and fair view of Neste and its current and future operations simultaneously and equally. We value open discussion and maintain continuous dialogue with the societies where we operate, including governmental and nongovernmental organizations and the media.

As a company, we are not involved in political or religious activities, nor do we make contributions to these types of activities

Neste does not participate in political or religious activity or make any direct or indirect political or religious contributions.

Reporting of non-compliance, non-retaliation

Neste employees and other stakeholders are encouraged to report observed or suspected non-compliance towards the Code of Conduct to Neste's Internal Audit or Compliance functions. The notifications will be examined confidentially. Neste will not retaliate against a person, who makes a notification in good faith. Non-compliance will lead to disciplinary measures including, but not limited to, termination of employment at Neste. The Chairman of the Neste Board of Directors' Audit Committee is periodically updated on the notifications received.