



Code of Conduct

Go On Finland and franchising units

The Code of Conduct of Go On Finland Oy concerns each franchising unit belonging to Go On Finland Oy, and their employees. We also expect parties working with us to comply with all applicable laws and regulations in their operations.

Compliance with laws and regulations

We are committed to complying with all applicable laws and regulations in our operations, and do not accept any illegal activities. We do not accept bribery or corruption of any kind in our operations. Our reward model and methods of rewarding our partners are consistent and justified.

Values and principles

Principles of the Private Employment Agencies Association

We are a significant employer in Finland, we promote equality in the labor market and help businesses to find good employees. We are members of the Private Employment Agencies Association and are committed to complying with the responsibility principles they have laid down.

<https://hpl.fi/wp-content/uploads/2020/08/Toiminta-ja-vastuullisuusperiaatteet-korjattu-.pdf>

Our values

Our vision is to be an HR service company based on local entrepreneurship, with the most satisfied employees, customers and entrepreneurs in the industry. Our mission is to be a responsible and reliable personnel partner for customers and employees.

The Go On chain emphasizes and values the importance of cooperation and information sharing across regional borders. The goal of the Go On chain is solid growth into a truly nationwide personnel partner chain. Go On works with employees, staff and client companies, together in the same team while understanding the role and importance of each individual and their input. The Go On chain has a set of values that guide operations helping it to achieve its goals.

COMPETENCE AND PERSONAL DEVELOPMENT

- The core of competence lies in solving customers' personnel challenges individually, efficiently and holistically
- We operate on an ethically sustainable basis, valuing both client and employee experiences
- Internal development through continuous training and maintaining an interest in what we do and in the field
Sisäinen kehittyminen jatkuvan kouluttautumisen kautta sekä mielenkiinnon ylläpito tekemisiämme sekä alaa kohtaan

ENDLESS MOTIVATION

- Long-term, selfless work beyond the job description
- Industry, innovation and high quality
- Clear setting of goals
- Always striving for the best

COURAGE AND TRANSPARENCY

- Toimeen tarttuminen tavoitteen saavuttamiseksi
- Rolling up our sleeves to reach the target
- Admitting our mistakes and learning from them. Rewarding success
- An open, friction-free atmosphere helps to create a common way of working to which our employees, customers and partners can be committed
- Work is done boldly and openly, with pleasure
Työ tehdään rohkeasti ja avoimesti sekä työstä nautitaan



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Employees and job applicants

Human rights

We operate under the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. We are also committed to the UN's Universal Declaration of Human Rights.

Equality and non-discrimination

Each of our units is committed to complying with equality and non-discrimination laws. We comply with the law and collective agreements in all our employment relationships. We strive for the promotion of equality, non-discrimination and diversity both in our application processes and employees' work relationships.

- We advertise jobs in a way that will attract applications from both women and men
- We process all applications and consider them without discrimination
- We communicate about our application processes and employment relationships in an equal, non-discriminatory, open and transparent way.
- We promote the appointment of women and men to various positions on an equal basis
- We ensure an equal and non-discriminatory orientation process
- We make sure that all Go On employee benefits are available to all our employees
- We ensure that all employees receive equal and non-discriminatory occupational health care services
- We ensure equality and non-discrimination in pay
- We make sure that everyone, regardless of their background, has equal opportunities for career advancement and development
- We ensure that everyone, regardless of their background, has an equal opportunity to balance work and free time (family leave, part-time work etc.)
- We also help and challenge our customers to adopt a new perspective and to see potential where they had not sought it before

We take a positive approach to trade unions, help our employees to join them, and pay, if requested, trade union fees directly from their salaries.

Applicant-oriented perspective in employment

We analyze applicants' backgrounds and competences, seeking suitable job opportunities of various kinds for them in different industries.

Social values

We try to maintain the ability to work and employability of older employees and employees at risk of disability, by seeking suitable work in customer companies and offering extra training or recruitment training to meet customer company needs.

Addressing grievances

We monitor the satisfaction of our employees and customers and address grievances in the appropriate manner. We do not accept harassment or discrimination of any kind in our operations.

Confidentiality, secrecy and GDPR

We are committed to storing personal data and our customers' confidential data appropriately. Our operations, including our information systems, are in compliance with GDPR regulations and personal data legislation.

Environmental impact

We are committed to acting responsibly with regard to the environment and complying with all applicable environmental laws and regulations. We strive to prevent adverse environmental impacts through our operations. We encourage our employees to commute in an environmentally friendly way. We encourage our employees to operate as paperlessly as possible by using electronic services, and demand that waste is sorted and recycled at each of our sites.

Monitoring

We monitor the implementation of our responsibility principles by means of Go On Finland Oy's responsibility organization. Anonymous feedback can be given through Go On Academy, Go On's electronic induction system, regarding any violation or abuses of our responsibility principles. All feedback will be addressed and processed appropriately.

A course will be available in the Go On Academy, which our employees must pass every year. We will send our employees a responsibility survey every year to monitor the realization of our environmental targets in terms of commuting, paperlessness and waste sorting.

We make a summary of our responsibility principles available to our customers, and through our website to all our partners, employees and applicants.