

Modern Slavery and Human Trafficking Statement

Pöyry is an international consulting and engineering company. We deliver smart solutions across power generation, transmission & distribution, forest industry, chemicals & biorefining, mining & metals, transportation and water. Pöyry's net sales in 2016 were EUR 530 million and the company has approximately 5500 experts in 40 countries.

Pöyry's Code of Conduct sets the standards for how we do business – across all countries and in all areas of operation. The Code tells our clients, business partners, suppliers, investors and the communities in which we work that we are committed to following only the highest ethical standards. The Code of Conduct is approved by Pöyry's Board of Directors and it defines our common way of working. Pöyry is committed to follow the principles of the United Nations Universal Declaration of Human Rights and Pöyry acts as a responsible and fair employer.

During 2017 Pöyry has continued the Code of Conduct training and e-learning for all new employees, as well as providing face-to-face training for specific groups, all of which supports the mandatory global Code of Conduct e-learning program. We expect and actively encourage our people to report any issues or concerns they may have about potential ethics and conduct violations.

There is a confidential and independently managed 'Speak Up' service, available to all employees by phone and email globally. In addition, the Pöyry Internal Audit function monitors awareness and understanding of our Code of Conduct during audit visits to ensure understanding and adherence to requirements.

In the coming year, we will review existing processes and identify parts of our supply chain where we should concentrate additional focus to ensure the risks are managed and mitigated accordingly.

It is important to emphasise that given the nature of our business, we typically employ professional expert engineers and consultants; it is highly unlikely that Pöyry or our suppliers are engaged in modern slavery and human trafficking.

This statement has been published in accordance with section 54 of the Modern Slavery Act 2015. It sets out the steps Pöyry has taken to ensure slavery and human trafficking is not taking place in any part of its business or in its supply chains.

This statement has been approved by the Board of Directors.

Martin à Porta, President & CEO, Pöyry PLC
December 2017