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0. VERSION HISTORY

<i>Version</i>	<i>Author</i>	<i>Date</i>	<i>Description</i>
01	ABk	21.02.2018	First version of the document.
02	JVo	12.10.2022	Updated version of the document.
03	JVo	25.09.2023	Updated with signature change.
04	JVo	03.12.2024	Changes in the approval flow. Contents reviewed.

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1. DEFINITION

This document is the ILO Declaration on Fundamental Principles and Rights at Work for company AB SOLVING OY (the Company), Pännäistentie 181, 68600 Pietarsaari, Finland, VAT No FI02092316.

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2. FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING

The Company confirms:

- no violation against ILO Right to Organise and Collective Bargaining Convention (No. 98),
- that workers enjoy adequate protection against acts of anti-union discrimination in respect of their employment including the requirements in accordance with Article 1, ILO Right to Organise and Collective Bargaining Convention (No. 98) for:
 - make the employment of a worker subject to the condition that he shall not join a union or shall relinquish trade union membership
 - cause the dismissal of or otherwise prejudice a worker by reason of union membership or because of participation in union activities outside working hours or, with the consent of the employer, within working hours
- the right to collective bargaining,
- no violation against ILO Freedom of Association and Protection of the Right to Organise Convention (No. 87),
- the workers and employers right, without distinction whatsoever, to establish and, subject only to the rules of the organization concerned, to join organizations of their own choosing without previous authorization in accordance with Article 2, ILO Freedom of Association and Protection of the Right to Organise Convention (No. 87),
- no violation against ILO Equal Remuneration Convention (No. 100),
- compliance with the national working hours and wages and that the remuneration includes the ordinary, basic or minimum wage or salary and any additional emoluments whatsoever payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising out of the worker's employment in accordance with Article 2 ILO Equal Remuneration Convention (No. 100),
- the application to all workers of the principle of equal remuneration for men and women for work of equal value in accordance with Article 2 ILO Equal Remuneration Convention (No. 100).



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3. THE ELIMINATION OF ALL FORMS OF FORCED OR COMPULSORY LABOUR

The Company confirms:

- no violation against ILO Forced Labour Convention (No. 29),
- prohibition of all forms of forced or compulsory labour defined as “all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily” in accordance with Article 2, ILO Forced Labour Convention (No. 29),
- no violation against ILO Abolition of Forced Labour Convention (No. 105),
- suppression and not to make use of any form of forced or compulsory labour in accordance with Article 2, ILO Abolition of Forced Labour Convention (No. 105) for:
 - as a means of political coercion or education or as a punishment for holding or expressing political views or views ideologically opposed to the established political, social or economic system
 - as a method of mobilising and using labour for purposes of economic development
 - as a means of labour discipline
 - as a punishment for having participated in strike as a means of racial, social, national or religious discrimination

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4. THE EFFECTIVE ABOLITION OF CHILD LABOUR

The Company confirms:

- compliance against with local legislation on minimum age of employees and the ILO Minimum Age Convention (No.138),
- not to employ any workers below 15 years or the minimum age according to national legislation, whichever is higher in accordance with Article 2, ILO Minimum Age Convention (No. 138),
- not to employ any workers below 18 years or the minimum age according to national legislation, whichever is higher, in any type of employment or work which by its nature or the circumstances can jeopardize their education, health, safety or morals in accordance with Article 3, ILO Minimum Age Convention (No. 138),
- no violation against ILO Worst Forms of Child Labour Convention (No. 182) and its article 3 for the worst forms of child labour:
 - all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict
 - the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances
 - the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties
 - work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children

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5. THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION

The Company confirms:

- no violation against ILO Discrimination (Employment and Occupation) Convention (No. 111),
- no discrimination including the determination in Article 1 in ILO Discrimination (Employment and Occupation) Convention (No. 111), for
 - any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation
 - such other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation as may be determined by the Member concerned after consultation with representative employers' and workers' organizations, where such exist, and with other appropriate bodies

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6. SIGNATURE

We hereby declare that we comply with the “ILO Declaration on Fundamental Principles and Rights at Work” adopted in 1998 and amended 2022 by the International Labour Conference.

Date and place: December 3rd, 2024, Pietarsaari, Finland

Malin Helala, Managing Director