

Statement of the Ardites' Social Accountability Policy

Statement

This statement is Ardites' Top Management statement of the Ardites's Social Accountability Policy.

Labor conditions of all personnel, including directly employed and contracted persons are very important to Ardites. In order to ensure high social accountability, Ardites continuously improves policies and practices concerning social accountability.

This statement is publicly available from Ardites webpage and can be downloaded from <http://www.ardites.com/company/Ardites-SA-Statement.pdf>

Commitment to conform SA8000

With this statement Ardites commits to conform to all the requirements of the SA8000 standard.

Commitment to comply with laws and other requirements and to respect international labor standards

With this statement Ardites commits to comply with national and other applicable laws and other requirements to which the company subscribes. When a national, other applicable law or other requirement to which the company subscribes, and the SA8000 standard address the same issue, the provision which is most stringent applies.

With this statement Ardites commits also to respect the principles of the following international labor standards; ILO Conventions 29 and 105 (Forced & Bonded Labor), ILO Convention 87 (Freedom of Association), ILO Convention 98 (Right to Collective Bargaining), ILO Conventions 100 and 111 (Equal remuneration for male and female workers for work of equal value; Discrimination), ILO Convention 135 (Workers' Representatives Convention), ILO Convention 138 & Recommendation 146 (Minimum Age and Recommendation), ILO Convention 155 & Recommendation 164 (Occupational Safety & Health), ILO Convention 159 (Vocational Rehabilitation & Employment/Disabled Persons), ILO Convention 177 (Home Work), ILO Convention 182 (Worst Forms of Child Labor) and following international instrument; Universal Declaration of Human Rights, The United Nations Convention on the Rights of the Child and The United Nations Convention to Eliminate All Forms of Discrimination Against Women.

Commitment to continuous improvements

With this statement Ardites's commits to continuous improvements, including but are not limited to arranging and communicating with labor safety committee, providing a feedback channel for personnel, arranging regular development discussions, regularly checking social accountability policies and practices and following personnel satisfaction with regular surveys.

Commitment to document, implement, maintain, communicate and host accessibility of the Social Accountability policy of the Ardites

With this statement Ardites's commits to document Ardites' social accountability policies in a comprehensible form with access to all personnel and contracted personnel or persons otherwise representing the company in the company's intranet pages. Social accountability policies will be communicated to all employees. In reasonable context, Ardites may provide information and access to interested parties to seek and verify conformance of the social accountability statement.

At Oulu 1st of August 2007,

Janne Räsänen
CEO, Ardites