

Code of Conduct



When we listen, we understand.
When we understand, we succeed

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Teemu Vihervä
CEO

Greetings from the CEO

We are involved in responding to Finland's labor shortage, and in addition to the domestic market, we are one of the largest recruitment companies in the international market. We operate in Rauma, Pori, Espoo, Turku, Tampere, Oulu, Jyväskylä, Vaasa. In addition, we have established design and recruitment offices in Pune and Bangalore, India. Both are 100% owned subsidiaries by Kaiku HR.

The core of our business is people. Responsible operations play a key role in our Group, because recruitment is not only about employing people, but also about meeting different cultures. We maintain trust in our partners by ensuring that our operations are responsible both qualitatively and ethically.

Knowing people is our job.

Equality and ethical action



We treat everyone equally
with ethical issues as a priority

We have strong experience and competence in staffing and recruitment both in Finland and internationally. We value diversity and promote equality in recruitment. We want to ensure that recruitments are carried out in a high-quality and ethically, also considering the values of our stakeholders.

In our operations, we are committed to respecting internationally recognized human rights in all our operations and to promoting their realization. We do not tolerate discrimination, harassment of any kind based on race, ethnicity, nationality, gender, sexual orientation, marital status, religion, ancestry, disability, age or any other topic.

We believe that a motivated and enthusiastic employee guarantees not only our company, but also customer satisfaction

Occupational well-being



We invest in the well-being of our personnel at work

Promoting the occupational health, well-being and occupational safety of our personnel is important to us.

Our occupational health services focus on working conditions, the work community and individual employee. Our occupational health care also covers medical services.

Early support for work ability and intervention in problems are part of the operating methods and ethical principles of a well-functioning workplace. They require cooperation, commitment to agreed principles, interaction skills and the courage to intervene even in difficult matters. At Kaiku HR, we take these issues seriously and want to promote the well-being of our personnel.

Despite the fact, that everyone is responsible for following occupational safety instructions and using personal protective equipment, the importance of orientation should never be overemphasized. Induction of personnel into safety matters is important to us, which is why we go through the induction plan together with our customer.

Data protection requirements



We respect the right to privacy of our employees and everyone else

We process the information we receive from our customers strictly confidentially.

We process and store personal data only when it is necessary for the performance of our duties

We keep confidential and protect the trade secrets and other confidential information that we receive in our work.

In the processing of all data, we comply with applicable laws and take care of the protection of privacy in the processing of personal data.

Conduct contrary to instructions



We will intervene in activities that violate the Code of Conduct

Kaiku HR offers a Whistleblowing reporting channel which meets the requirements of the EU Whistleblower Protection Act. Through the channel, employees or other stakeholder group can report anonymously or in their own name acts or practices that they suspect are in violation of legislation. Reports are treated confidentially.

Kaiku HR Whistleblowing Channel reporting procedure is encrypted and protected with a password. The person making the report cannot be traced. The implementation of the reporting channel complies with the EU Whistleblower Directive.

The purpose of the whistleblowing channel is to prevent illegal activities, violations and damages. It makes it possible to react in time to possible abuses.