



CODE OF CONDUCT

Ilves-Hockey Oy

Foundation of Code of Conduct

Background

Ilves carries out business and sports operations in a sustainable and responsible manner.

Our Code of Conduct guides us to make correct and lawful decisions every day, not only in our club community but also whenever we act with our customers, suppliers and other stakeholders.

Who does Code of Conduct concern

Our Code of Conduct applies to all our employees, including management, officials, players, coaches, equipment managers and other team members.

Every employee and person working under a contract with Ilves must familiarise themselves with the Code of Conduct and undertake to act according to it.

Code of Conduct



We minimise our environmental impact



We operate in an equal and non-discriminatory manner



We do not use any doping substances



We do not engage in betting or manipulate results



We are responsible members of our community



We ensure safety and well-being



We play fair in all areas – including business



We minimise our environmental impact

We are committed to developing all areas of our business operations to be increasingly more environmentally friendly. At regular intervals, we review our operations and emphasise environmental friendliness in our operations and procurement.

We undertake to inform our stakeholders about matters related to environmental liability and we encourage our stakeholders to also review their own operations from the perspective of environmental issues.

More information about this can be found in our environmental programme.



We operate in an equal and non-discriminatory manner

We respect all individuals, regardless of their background. We do not discriminate against anyone on the basis of their age, gender, nationality, language, religion, political activity, trade union activity, family relations, health, disability, sexual orientation or any other personal reason.

Our goal is to establish an environment where all team employees, players, fans, subcontractors and other actors are met with equal respect. We strive to promote equal opportunities and a culture of diversity.

Any and all disrespectful behaviour, harassment and bullying is absolutely prohibited in all our operations.



We do not use any doping substances

We commit to the valid anti-doping rules. We promote a negative attitude towards the use of doping substances on both individual and community levels.

We play fair and clean.



We do not engage in betting or manipulate results

We subscribe to the measures pursuant to the competition manipulation prevention programmes of the Finnish Ice Hockey Association and the Football Association of Finland.

We ourselves or through our representatives do not place bets or in other ways participate in or influence betting on competitive events of our own league level or the league level of our partner club.

The betting ban concerns players, coaches, maintenance, club management, club medical staff and other persons in close contact with the team.

Betting is also prohibited from other employees or contracted persons who are in the possession of any information about the team's or opponents' competitive capacity that is not publicly available.

In every competitive situation, we strive to achieve the best possible performance.



We are responsible members of our community

We understand that our operations as a club and community draw public interest. Whenever we represent Ilves, we undertake to act in an exemplary and responsible manner in all situations, both in physical events and on social media platforms.

Our communications are open and honest, and we always remember that our actions in our private life can affect the reputation of the club. When using social media, we follow the same ethical principles as we do in our other operations.

We do not spread such information or rumours that are confidential or could otherwise have a negative impact on the reputation or operations of the club or its staff or cooperation partners.



We take care of safety and well-being

We actively promote our staff's occupational well-being by striving to find a balance between our professional and personal lives and to recognise mental and physical stress as early as possible.

As players, we take care of our safety during games and practices by wearing appropriate protective gear. In game situations, we act in a responsible manner, ensuring the safety of ourselves and our opponents.

Safety is of utmost importance in all our game events, and we always take safety issues into account in event organisation.



We play fair in all areas – including business

We act in accordance with the competition legislation and encourage open competition in the market.

We process all personal data with care and observe statutory data protection practices in order to ensure adequate data and privacy protection in all our operations.

We undertake to prevent money laundering by observing global legislation, and we only cooperate with established and legal cooperation partners.

We reject all forms of corruption, including blackmail and bribery. We do not accept any bribes or other illegal payments to promote business, not on an individual or company level.

Whistleblowing

We are committed to responsible business operations and strive to promote ethical modes of operation. We take all illegal, unethical and other actions that go against our Code of Conduct seriously, and we always encourage others to bring such actions to our attention whenever there is a credible suspicion of such activity.

Read more at the link below and, if necessary, submit an anonymous report. The service is available in Finnish and English.



<https://app.easywhistle.com/report/ilves-hockey/>