



## Rally Finland Code of Conduct

### Preamble

Rally Finland, organized by AKK Sports Ltd in Jyväskylä and Central Finland, is one of the flagship events of the FIA World Rally Championship. With its long history, passionate fan base and global visibility, Rally Finland represents both sporting excellence and a responsibility to deliver the event sustainably.

This Code of Conduct sets out the ethical, environmental, social and governance principles that guide Rally Finland and all individuals and organizations associated with the event. It is part of our Event Sustainability Management System (ESMS) and is aligned with the United Nations Sustainable Development Goals (SDGs), the UNFCCC Sport for Climate Action Framework and the UN Guiding Principles on Business and Human Rights (UNGPs).

By committing to this Code, Rally Finland ensures that world-class motorsport is delivered with respect for people, the planet and fair governance.

### Scope and Applicability

This Code of Conduct applies to all individuals and entities involved in Rally Finland, including:

Employees and management of AKK Sports Ltd.

Volunteers and officials engaged in event delivery.

Suppliers, subcontractors, licensees and service providers, regardless of size or origin.

Commercial partners, sponsors and media representatives.

Competitors, teams, athletes and accredited participants.

Spectators and guests, insofar as behavior and safety are concerned.

Compliance with this Code is mandatory. Rally Finland expects all suppliers and partners to cascade these requirements throughout their own value chains.

### Core Principles

Rally Finland bases its operations on the four Sustainable Development principles defined in ISO 20121:2024.

*Stewardship* means using resources responsibly, minimizing environmental impacts and leaving a positive legacy for host communities. These responsibilities cover the full event lifecycle, from planning and delivery to post-event restoration.

*Inclusion* requires us to value diversity, ensure accessibility and provide equal opportunities for all stakeholders. Every individual connected to Rally Finland must be treated with fairness and respect, regardless of background or circumstance.



*Integrity* means that we act honestly, uphold ethical conduct and avoid corruption in all decisions. All sustainability and compliance claims must be accurate, verifiable and transparent; Rally Finland does not tolerate greenwashing. Conflicts of interest must be declared openly, and decision-making must always prioritize fairness, safety and the integrity of sport.

*Transparency* commits to open communication, accurate reporting and building trust with our stakeholders. This includes ensuring that personal and confidential data is managed securely and in compliance with GDPR and applicable Finnish law.

These principles are embedded in Rally Finland's Event Sustainability Management System and guide every decision taken in planning, delivering and reviewing the event.

### **Human Rights and Labor Standards**

Rally Finland respects internationally recognized human and labor rights and expects the same commitment from all partners, suppliers and contractors. Our approach follows the principles set out in the United Nations Guiding Principles on Business and Human Rights (UNGPs), the UN Convention on the Rights of the Child, and the UN Convention on the Rights of Persons with Disabilities, as well as other relevant international conventions.

We do not accept the use of forced, bonded or child labor in any form. Employment must always be freely chosen, and practices such as withholding wages, deposits or identity documents are strictly prohibited. Young workers under the age of 18 may not be engaged in hazardous work or in activities that compromise their health, safety, education or development.

All individuals must be treated with dignity, fairness and respect. Discrimination, harassment, bullying or abuse of any kind, whether direct or indirect, are not tolerated. Protected characteristics include gender, race, ethnic origin, religion or belief, disability, sexual orientation, age, political opinion and trade union membership.

Freedom of association and the right to collective bargaining must be respected. Where these rights are limited by law, suppliers and partners are expected to establish alternative channels for dialogue and worker representation.

Suppliers and partners are required to comply with all applicable laws and ensure fair wages, decent working conditions and safe workplaces. Workers must have access to clean water, sanitation facilities, protective equipment and medical services where needed.

Rally Finland encourages equality, inclusion and well-being at work and promotes continuous improvement in labor practices throughout the event's value chain.

### **Environmental Responsibility**

Rally Finland aligns its environmental commitments with the UNFCCC Sport for Climate Action Framework and the principles of responsible resource management defined in our Event Sustainability Management System (ESMS).

We measure and report our carbon footprint (Scopes 1–3) and pursue continuous reduction through systematic monitoring and action. This includes emissions from transport, logistics, spectator mobility, material use, energy consumption, accommodation and catering. We actively promote public transport, shuttle services and carpooling to minimize travel-related emissions for spectators and staff.

We prioritize renewable energy, efficient water use and circular-economy practices. Single-use plastics are phased out, waste generation is minimized, and recycling facilities are provided across event venues wherever feasible. Hazardous waste is managed in compliance with all legal and environmental requirements by licensed operators.



We respect the unique natural environments of Central Finland. Special care is taken to minimize noise and dust on rally stages, protect waterways and forests, and restore areas after use. All suppliers are expected to meet the same standards and demonstrate continuous improvement and innovation in environmental performance.

### **Safety, Security and Well-being**

Safety and well-being are paramount at Rally Finland. We comply with FIA regulations and follow internationally recognized good practices for event safety and well-being.

Comprehensive safety protocols are in place for all venues, service parks and rally stages. These include risk assessments, medical preparedness, crowd management, emergency and rescue procedures. All staff and volunteers receive appropriate safety training.

Accessibility is ensured for spectators and staff, with facilities designed to welcome people of all abilities.

Food and beverage providers must comply with EU and Finnish food safety standards and offer healthy options. Alcohol services follow national laws and regulations.

Security operations are managed in collaboration with local and national authorities, ensuring preparedness for a wide range of potential risks, including physical and cyber threats.

### **Supplier and Partner Commitments**

Rally Finland's sustainability impact is heavily influenced by suppliers, subcontractors and partners. Every supplier and partner is expected to comply with this Code of Conduct, which is binding as part of all contractual relationships.

Suppliers are required to respect human rights, provide fair wages and safe working conditions, and prohibit forced or child labor. They must minimize environmental impacts, prevent bribery and corruption, and respect fair competition.

Suppliers are required to cooperate with audits, share sustainability data when requested, and ensure that subcontractors comply with the same requirements. Partnerships with Rally Finland are built on trust, transparency and shared responsibility for sustainable sport.

### **Compliance**

This Code is embedded in Rally Finland's Event Sustainability Management System.

Compliance is monitored through internal audits, supplier reviews, stakeholder feedback and management reviews. Rally Finland also maintains a confidential whistleblowing channel for reporting suspected violations. Reports may be submitted anonymously and are handled with fairness, confidentiality and without retaliation.

If breaches are serious or unresolved, Rally Finland may suspend or terminate contracts, exclude individuals from the event, or refer cases to authorities. Enforcement is designed not only to sanction but also to ensure corrective action and lasting improvement. A detailed description of the ESG Scope under Rally Finland's Event Sustainability Management System is available to concerned parties upon justified request.



## Continuous Improvement and SDG Alignment

Sustainability is not static, but a shared responsibility across everyone involved in Rally Finland. This Code is reviewed annually as part of the ISO 20121 management review process to ensure that our collective efforts remain aligned with evolving standards, legislation and stakeholder expectations.

Rally Finland actively aligns its operations with the United Nations Sustainable Development Goals (SDGs) as a shared framework for action across our organization, partners and supply chain. Through our Event Sustainability Management System (ESMS), we contribute to advancing global goals that promote health, safety and well-being, quality education and training, and equality and inclusion for all (SDGs 3, 4 and 5). We are committed to ensuring clean water, renewable energy, resource efficiency and decent work (SDGs 6, 7 and 8), while reducing inequalities and supporting resilient communities and sustainable cities (SDGs 10 and 11). By embedding circular economy practices, climate action and biodiversity protection (SDGs 12, 13 and 15) and maintaining ethical governance, transparency and global partnerships (SDGs 16 and 17), Rally Finland and its stakeholders work collectively to ensure that motorsport drives positive change for people and the planet.

The detailed mapping of Rally Finland's ESG objectives and their alignment with the UN SDGs is presented in the Event Sustainability Management System documentation and the Rally Finland ESG Strategy. Continuous improvement is achieved through innovation, data-driven monitoring, stakeholder engagement, training and collaboration with suppliers, volunteers, teams and fans — ensuring that each edition of Rally Finland strengthens its positive environmental, social and governance legacy.

## Commitment Statement

By engaging with Rally Finland, all individuals and organizations confirm their acceptance of this Code of Conduct. Compliance is mandatory and forms part of all contracts, employment and volunteering agreements.

We act with integrity, respect human rights, safeguard the environment, ensure safety and well-being, and contribute to sustainable development. Together we uphold the values of Rally Finland and demonstrate that world-class sport and sustainability go hand in hand.

## Contact and Reporting

For questions about this Code of Conduct, or to report concerns, please contact:

Rally Finland Sustainability Team

[rally@autourheilu.fi](mailto:rally@autourheilu.fi)

A confidential whistleblowing channel is also available for reporting suspected violations securely and anonymously. All reports are investigated promptly, fairly and without retaliation. Reporting sheet can be found under the sustainability section of the Rally Finland website.

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