



NO to labour exploitation

YIT has zero tolerance for corruption, the grey economy and labour exploitation. People who work at our sites include our workers as well as our contractors and their subcontractors' workers. The well-being of workers is the foundation of everything we do, and we demand that everyone respects people's human rights.



Signs of labour exploitation:

- ✓ No written employment contract
- ✓ Long working days without a separate agreement, lots of weekend and night time work
- ✓ Not enough breaks
- ✓ Inadequate records of working hours
- ✓ Incorrect worker/employer information on VALTTI card
- ✓ Too many persons in the same shared accommodation
- ✓ The worker has paid to get the job, or the worker is in debt to the recruiter or employer
- ✓ The employer charges for commuting and/or accommodation
- ✓ The worker's passport or other personal documents are held by the employer
- ✓ The worker does not know the terms and conditions of employment in the construction industry, or their own employment relationship



If you suspect labour exploitation, contact one of the following channels:

- The main contractor's representative or supervisor
- YIT's Shop Steward Jari Jääskeläinen (Helsinki Metropolitan area)
tel. **+358 40 864 4344** or
Chief Shop Steward Ari Hanttu (the rest of Finland) **+358 40 746 7925**
- The Central Organisation of Finnish Trade Unions' (SAK) advisory service for immigrants **workinfinland@sak.fi**. You can also get help from SAK's experts by calling **+358 800 414 004**

You can also get help anonymously:

- Victim Support Finland (RIKU) helpline tel. **116 006** (if calling from outside Finland, call **+358 40 9401 867**), or **+358 40 632 9293** (also SMS or Whatsapp)
- National Assistance System for Victims of Human Trafficking, **+358 29 546 3177**
- YIT Ethics Channel by phone or through: **<https://report.whistleb.com/fi/yit>**
- Reporting Channel of the Finnish Construction Trade Union at: **rakennusliitto.fi/en/report/**