

SVM Personnel Services Responsibility Program

SVM Personnel Services is committed to acting responsibly in all situations. Our operations are based on honesty, trust, and continuous development. Our Responsibility Program brings together the principles and practices that ensure the well-being of our employees, the satisfaction of our clients, and sustainable growth.

1. Ethics and Transparency

We always operate openly and honestly with employees, clients, and partners. We follow ethical principles that guide our decisions and practices. In addition, we have an ethical channel through which any inappropriate conduct can be reported confidentially and, if desired, anonymously.

2. Employee Well-being and Equality

SVM Personnel Services is a safe and equal workplace. We treat all our employees fairly and respectfully regardless of background, age, gender, or belief. We have clear processes to prevent and address discrimination and harassment if they occur. We also invest in orientation, working conditions, and employee well-being.

3. Safety

The safety of our employees is of utmost importance to us. We have a safety observation reporting system that enables employees to report identified risks and near-miss situations. All observations are reviewed and used for learning to prevent similar incidents in the future. We work closely with our clients to ensure safe working environments.

4. Customer Responsibility and Quality

We strive to build long-term, trust-based customer relationships. Our operations are based on clear, documented processes that guarantee service quality. We monitor customer satisfaction and use feedback to improve our operations. Continuous improvement is part of our everyday work.

5. Environmental Responsibility

Although the environmental impact of the staffing industry is limited, we want to take responsibility. We prefer digital solutions to reduce paper use and unnecessary consumption. We ensure environmentally friendly practices in our daily work and continuously develop our operations in a sustainable manner.

6. Data Protection and Social Responsibility

We always process personal data in accordance with the EU General Data Protection Regulation (GDPR) and carefully protect both employee and client information. Social responsibility also includes supporting local activities – SVM Personnel Services sponsors sports and thereby supports local communities.

7. Innovation and Development

We believe that high-quality service stems from continuous development. We actively follow industry changes and utilize digitalization to improve our services and processes. We develop new practices to serve our clients better and make work more efficient and transparent.

8. International Responsibility

We employ both Finnish and foreign workers, and we are committed to supporting their orientation and integration. We ensure that employees understand their rights and responsibilities and receive the support needed to succeed at work. We promote diversity and equal opportunities at all levels.

9. Combating the Shadow Economy

SVM Personnel Services always operates openly and lawfully. All wages and benefits are subject to statutory taxes and social security contributions. We are part of the Reliable Partner service and provide clients with the statutory reports required by the Act on the Contractor's Obligations and Liability. We do not use subcontractors who fail to meet their legal obligations. Internal auditing procedures ensure that payroll and financial transactions are handled correctly and on time. In this way, we promote fair competition and prevent the shadow economy.

Our Commitment

SVM Personnel Services always operates in compliance with laws and industry regulations while developing its operations from a responsibility perspective. The Responsibility Program guides our daily work and is a promise to employees, clients, and partners: we do things right, honestly, and sustainably.