

Code of conduct leverantör

SMA Mineral AB (hereinafter referred to as SMA) and its subsidiaries work to ensure that their operations are characterised by responsible behaviour towards employees, customers, suppliers, stakeholders, authorities and the wider world. We safeguard good business ethics and strive for long-term and trusting relationships. The Code of Conduct guides us in this work by describing our values and the requirements we set for our employees and business partners.

About the Code of Conduct

The basis of the Code of Conduct is SMA's core values that guide us in everything we do. Our Code of Conduct is based on the UN Global Compact and its ten principles within the areas of human rights, labour law, the environment and anti-corruption. The principles of the UN Global Compact are based on the UN's Universal Declaration of Human Rights, the UN Sustainable Development Goals, the Rio Declaration and the ILO Core Conventions on Rights at Work.

We require that the Code of Conduct be respected and followed by our business partners (customers, partners, suppliers).

The supplier's commitments

This Code of Conduct describes the minimum requirements that must be met by a supplier. If national regulations are more stringent than this Code of Conduct, it is the national law that is to apply.

The supplier **shall have procedures** in place which ensure that products or services supplied during the agreement period are produced under conditions that are in line with:

HUMAN RIGHTS AND LABOUR LAW

Human rights

Internationally recognised human rights shall be protected and respected. Suppliers must guarantee that they do not violate human rights, either directly or indirectly. Suppliers shall protect employees' and suppliers' personal data and handle such data with care in accordance with local laws and regulations, such as GDPR.

Freedom of association

All employees shall be free to form and join, or not join, trade unions or any other representative organisation. Employees shall be able to exercise those rights, without being hindered or risking retaliation, even in countries where the right to organise is restricted or prohibited.

Forced and compulsory labour

Work shall only be undertaken on a voluntary basis. Personal documents and possessions may not be seized. Employees shall be free to leave the workplace after the end of their shift. Illegal labour must not be used.

Child labour

All forms of violence, coercion or exploitation of children are unacceptable. A person under 18 years of age is considered a child, in accordance with the first article of the UN Convention on the Rights of

the Child. Employees under the age of 18 shall be protected from hazardous tasks that involve a risk to health and safety, such as night work.

Victimisation and discrimination

Equality and diversity shall be encouraged in payment plans, recruitment processes, promotions, training and parental leave. All forms of discrimination based on ethnicity, gender, sexual orientation, marital, social or parental status, religion, political grounds, nationality, disability, age or trade union membership are prohibited.

Diversity

All employees shall be treated with dignity and respect. No person shall endure corporal punishment, unlawful detention, physical, sexual, psychological or verbal harassment or abuse. Applying salary deductions as a disciplinary measure is not permitted.

Work environment and health

Suppliers are responsible for the work environment of their employees and for ensuring compliance with applicable work environment legislation. Suppliers shall set up a risk assessment procedure to identify risks and document that preventive measures have been taken. Suitable personal protective equipment shall be identified and provided to employees free of charge. Injuries and accidents that occur at work shall be recorded and investigated, and preventive measures shall be introduced.

Fair terms of employment

Working hours and the minimum wage shall comply with the national laws of the country in which the product is manufactured or the service is performed.

Signed collective agreements shall be respected and complied with.

ENVIRONMENT AND SUSTAINABILITY

Climate and environment

Suppliers shall comply with applicable legislation and other relevant environmental requirements imposed by society.

Suppliers shall continuously work to prevent environmental risks and minimise our impact on the environment and climate.

Suppliers shall promote the development and use of environmentally friendly technologies and conduct business with as minimal an impact on the environment and public health as possible.

Environmental impact

Suppliers shall progressively work and with continuous improvements to achieve a better environmental performance.

Suppliers shall strive to minimise greenhouse gas emissions by identifying, managing, monitoring and controlling emissions into the air from their operations. This also includes choosing a method of transport with the least possible negative impact on the environment.

Chemicals and hazardous substances shall be eliminated whenever possible, or their use limited to the absolute minimum possible. When chemicals and hazardous substances are used, suppliers shall

ensure the safe handling, storage and disposal of such substances. All substances shall be labelled with safety data sheets (MSDS) to ensure the safety of employees and the environment.

Substances regulated under the EU REACH and RoHS directives shall be treated accordingly.

CORRUPTION, BUSINESS ETHICS AND BUSINESS PRINCIPLES

Laws and regulations

SMA complies with the laws, rules and regulations that apply in the markets where we operate. We require our business partners to act in the same way.

Anti-Corruption

SMA always acts responsibly and ethically in its business relationships. We do not tolerate any form of corruption, bribery or extortion.

Fair competition

Suppliers shall comply with all competition and antitrust legislation. We do not accept any form of unlawful anti-competitive behaviour, such as, for example, price collusion, forming cartels or abuse of market dominance.

Suppliers are never permitted to directly or indirectly seek, offer, ask for, give or accept a gift or unjustified benefit in exchange for a personal benefit from any party.

Business decisions must not be motivated or influenced by personal relationships or interests. Suppliers may not enter into a financial or other agreement with a party where there may be a suspicion of a conflict of interest. Such situations must be disclosed to and approved by SMA.

Suppliers shall be obliged to prevent, detect and tackle financial crime, including but not limited to extortion, money laundering and fraud.

Scope

This Code of Conduct applies to all SMA's suppliers, subcontractors and business partners who supply products and/or services to SMA. The Code of Conduct also applies to the supplier's employees, whether directly or indirectly contracted, permanent or temporary employees, subcontractors and/or supervised workers.

Compliance

At the request of SMA, the supplier must participate in a self-assessment process, in which the supplier must fully cooperate. In addition, SMA reserves the right to conduct audits and site visits in order to observe work methods and sustainability performance of suppliers and subcontractors. The audits, whether performed by SMA or a third party, must be treated in confidence and will not be disclosed to any other external party. In cases where there are deviations from the Code of Conduct, the supplier will be asked to provide a corrective action plan to be approved by SMA. Suppliers are responsible for ensuring that suppliers in their supply chain comply with the principles outlined in this Code of Conduct. Such parties may also be asked to participate in self-assessments and audits organised by SMA.

Breaches

Any breach or suspected breach of the principles of this Code of Conduct shall be reported to SMA without delay. Suppliers shall have procedures in place to protect whistleblowers in accordance with local laws and regulations and to prohibit punishment of workers who submit reports in good faith. Any significant breach of the Code of Conduct entitles SMA to terminate the agreement with the supplier immediately. Suppliers and employees can report breaches directly to SMA without providing their names. Reports can be submitted via SMA’s whistleblowing system.

Accepted by the supplier

Signature

Date/place

Name in block capitals
