

# Code of conduct for suppliers

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**Approved:** The Board of Storskogen Group AB (publ), 6<sup>th</sup> of November 2024



## 1. Introduction

At Storskogen, we are committed to ethical, sustainable, and socially responsible business operations. Suppliers are essential partners in achieving these goals. This Supplier Code of Conduct outlines the expectations we have of our suppliers and subcontractors to align their operations with our principles.

The Code is based on internationally recognized standards, including the **UN Declaration of Human Rights**, the **ILO Declaration on Fundamental Principles and Rights at Work**, the **OECD Guidelines for Multinational Enterprises**, and applicable environmental and anti-corruption laws.

Where the expectations in this Code differ from local laws, suppliers are expected to meet the stricter standard within the limits of applicable law. This Code complements Storskogen's broader sustainability goals and reinforces our shared responsibility to drive positive change.

## 2. Human rights and working conditions

Suppliers must respect and protect fundamental human rights across all operations.

- **No Forced or Child Labor:** Suppliers must not use forced, bonded, or involuntary labor, nor employ workers under the minimum age as defined by ILO Conventions.
- **Non-Discrimination:** Suppliers must ensure equal opportunities and prohibit discrimination based on race, gender, sexual orientation, religion, disability, age, or any other status.
- **Freedom of Association:** Suppliers must respect the right of employees to freely form and join trade unions and to engage in collective bargaining.
- **Fair Wages and Working Hours:** Suppliers must comply with local laws regarding wages, benefits, and working hours, ensuring fair compensation for all employees. Storskogen supports a 48-hour work week and an 8-hour daily limit, encouraging adherence even if local laws allow longer hours.
- **Health and Safety:** Suppliers must provide employees with a safe and healthy working environment to minimize work-related injuries and enhance productivity, morale, and retention. This includes ensuring safety standards in production facilities, employee accommodations, and any transportation provided by the supplier.
- **Grievance Mechanisms:** Suppliers should establish accessible and effective grievance mechanisms to address employee concerns and ensure fair and timely resolution.

## 3. Environmental liability

Suppliers must actively reduce their environmental impact and comply with local environmental laws.

- **Resource management:** Suppliers should minimize the use of natural resources, reduce waste, and prevent pollution in their operations.



- **Climate action:** Suppliers are encouraged to adopt science-based targets to reduce greenhouse gas emissions and energy consumption, in alignment with the Paris Agreement.
- **Waste and hazardous materials:** Suppliers must manage waste responsibly and ensure the safe handling and disposal of hazardous materials.
- **Biodiversity Protection:** Suppliers should actively work to preserve biodiversity and minimize their environmental impact on ecosystems.

#### 4. Business ethics and anti-corruption

Storskogen has zero tolerance for corruption and unethical business practices.

- **Anti-corruption:** Suppliers must comply with all applicable anti-corruption laws and must not engage in bribery, fraud, or other unethical business practices.
- **Transparency:** Suppliers are expected to maintain accurate and transparent financial records and business documents in accordance with applicable laws.
- **Conflict minerals and ethical sourcing:** Suppliers must ensure that their products do not contain conflict minerals that fund armed groups or contribute to human rights abuses. Suppliers are expected to implement processes to identify and mitigate risks in their sourcing practices.

#### 5. Whistleblower protection

Storskogen offers an anonymous whistleblower service through the external platform WhistleB. Suppliers' employees and other stakeholders can report suspected irregularities or violations of the Code of conduct via: <https://report.whistleb.com/storskogen>.

All reports are handled confidentially, and whistleblowers are protected from retaliation. Suppliers must ensure their employees are aware of this service and encourage its responsible use.

#### 6. Implementation and follow-up

- **Compliance audits:** Storskogen reserves the right to perform audits of suppliers' facilities and operations to ensure compliance with this Code.
- **Continuous improvement:** Suppliers are expected to work towards continuous improvement in all areas covered by this code.
- **Collaboration:** Storskogen is committed to supporting suppliers in addressing gaps and improving practices through guidance, feedback, and capacity-building initiatives.



## 7. Consequences of non-compliance

Non-compliance with this Supplier Code of Conduct may lead to corrective actions, including but not limited to:

- Developing a mutually agreed remediation plan.
- Providing additional training for employees.
- Conducting follow-up audits.

If non-compliance persists or is deemed severe, Storskogen reserves the right to terminate the business relationship.

For questions regarding the interpretation of this Code or Storskogen's sustainability expectations, suppliers can contact [code@storskogen.com](mailto:code@storskogen.com).

By signing this document, the Supplier agrees to the terms and conditions described in this document. Read all the requirements before you sign.

COMPANY NAME:

NAME, SURNAME:

TITLE:

DATE:

AUTHORISED SIGNATORY: