



Supplier Code Of Conduct

Why Code of Conduct?

We want to power a better world.

To achieve this vision, we recognize the importance of collaboration with our employees, suppliers, and customers. Since our inception, we have committed to conducting business with ethics and responsibility. We extend this commitment to our valued suppliers, expecting them to embrace these principles as well. We mandate all our suppliers to adhere to the following Code of Conduct and to actively promote these standards throughout their own supply chains. At any point, upon request, a sub-contractor must facilitate the necessary information or access to premises for KraftPowercon or its representative to ensure, to reasonable satisfaction, compliance with our code of conduct by both the sub-contractor and its suppliers.

This Code of Conduct is our pledge to forge a sustainable and accountable supply chain. It serves not only our company and stakeholders but also contributes positively to society at large. Together, we can make a meaningful impact on the world we share.

What do we mean with “supplier”?

Supplier is any individual or legal entity that provides goods and/or services to KraftPowercon Sweden AB, or that provides goods and/or services on our behalf. The definition also includes the suppliers' subcontractors and sub-contractors' subcontractors.

We require our suppliers to fully understand and comply with this code of conduct, and to communicate its contents to their own employees and suppliers. Failure to comply with this code of conduct may result in termination of the supplier relationship and other appropriate actions.

Laws and regulations

Our suppliers shall comply with all laws and regulations, including those related to labor and employment, health and safety, environmental protection, and anti-corruption. The supplier shall also ensure that they have and maintain the licenses and permits required to operate their business. If there are differences between the requirements in laws and regulations and this CoC, or between the supplier's own code of conduct and this CoC, the supplier must comply with the stricter requirement.

Labor and Human rights

Our suppliers must uphold the human rights of their employees and respect their dignity and diversity. Safe and healthy working conditions, fair compensation, and reasonable working hour must be provided. Suppliers must not use forced labor, child labor, or any other form of exploitation.



Freedom of association

Employees have the right to form and join trade unions or other external representative organizations, and to collectively bargain, in accordance with relevant laws and regulations.

Forced labor

The use of forced, bonded, or compulsory labor is prohibited. Employees have the right to leave their employment after providing reasonable notice, as required by national law or their employment contract. No employee is required to deposit money or identity papers with their employer.

Employment conditions

Employees are provided with clear and understandable information about their employment conditions. Pay and benefits are fair and reasonable, and meet at least the minimum requirements of applicable laws or industry standards, whichever is higher. Working hours comply with national laws and are not excessive.

Child labor

No person below the minimum legal age for employment, as set out in Article 2.4 of the International Labor Organization (ILO) Convention No. 138 on Minimum Age, is employed. Children are not employed in hazardous work or work that is inconsistent with their personal development. The term "child" refers to any person below the age of 18 years, as defined in Article 1 of the United Nations Convention on the Rights of the Child. The personal development of the child, including their health and physical, mental, spiritual, moral, or social development, as described in Article 32 of the United Nations Convention on the Rights of the Child, must be taken into consideration. If a child is employed, their best interests shall be the primary consideration.

Working conditions

Employees are ensured a working environment that prioritizes their health and safety, in line with international standards and the laws of their respective countries. Employees receive relevant and comprehensive information and training on maintaining good health and safety practices in the workplace. The workplace, and if relevant, housing facilities, maintain a comfortable temperature and noise level that is bearable for employees. There is adequate ventilation, sufficient lighting, clean toilet facilities, access to drinkable water, and, if applicable, sanitary facilities for the storage of food.



Elimination of discrimination

All employees are to be treated with respect and dignity, and must not be subjected to corporal punishment, physical or verbal abuse, or any other form of harassment or intimidation. Discrimination based on race, color, sex, sexual orientation, marital status, pregnancy, parental status, religion, political opinion, nationality, ethnic background, social origin, social status, disability, age, union membership, or any other characteristic protected by local law is strictly prohibited. Employees who have the same qualifications, experience, and performance must receive equal pay for equal work in relation to their relevant comparators.

Business Ethics and Anti-Corruption

Suppliers must conduct their business with integrity, honesty, and transparency. Suppliers must not engage in any form of bribery, corruption, or unethical practices, and must comply with all applicable anti-corruption laws and regulations. KraftPowercon Sweden promotes fair and honest competition. We believe in fair competition and abide by all current competition laws. We do not engage in inappropriate gift-giving or representation.

We do not offer gifts, invitations to events, or representation that could be seen as an attempt to improperly influence business decisions. Reasonable gifts, events, and representation that are part of customary business practices are generally acceptable, but transparency and proper registration are important to demonstrate compliance with the rules. The focus should always be on business-related issues.

We only accept gifts, participate in events, and engage in representation that are business-related and reasonable for the business in question and that are within the scope of customary business practices, in terms of both value and content. The focus should not be on entertainment; instead, the focus should be on business-related activities. We follow the Swedish Anti-Corruption Institute's "Code of Business Conduct" for guidance on gifts and representation. If the code differs from the laws in any country where we operate, we will follow that country's laws or equivalent code. Our business decisions are based solely on business considerations such as quality, price, and capacity. We do not work with suppliers or other counterparties who have substantially violated their obligations to business partners, employees, or the public.

UN Global Compact

Supplier accepts and follow the ten principles of UN Global Compact.

Supplier Code of Conduct Comply with the applicable export, import, customs, and foreign trade regulations.



Data Privacy

Process personal data confidentially and responsibly, respect everyone’s privacy and ensure that personal data is effectively protected and used only for legitimate purposes.

Supplier:

Date and place:

Contact name:

Title:

Signature: