

Sisource AB Supplier Code of Conduct

Sisource AB is committed to conducting business in an ethical and socially responsible manner. We expect our suppliers to share and uphold these principles in all their interactions with us and throughout their own supply chains. This Supplier Code of Conduct outlines the expectations and standards we require from our suppliers.

1. Ethical Business Conduct:

- 1.1. Compliance with Laws: Suppliers must comply with all applicable local, national, and international laws and regulations.
- 1.2. Bribery and Corruption: Suppliers must not engage in any form of bribery, corruption, or unethical practices, including offering or accepting bribes or facilitation payments.
- 1.3. Conflicts of Interest: Suppliers must disclose any conflicts of interest that may impact their ability to provide unbiased and transparent services to us.
- 1.4. Fair Competition: Suppliers must compete fairly and not engage in anticompetitive behavior or practices.

2. Labor and Human Rights:

- 2.1. Forced Labor: Suppliers shall not use or support forced or compulsory labor.
- 2.2. Child Labor: Suppliers shall not employ individuals below the legal working age, as defined by local laws and international standards.
- 2.3. Non-Discrimination: Suppliers must provide equal employment opportunities to all employees, regardless of race, gender, religion, nationality, age, disability, or other protected characteristics.
- 2.4. Working Conditions: Suppliers must provide safe and healthy working conditions for their employees and ensure fair wages and reasonable working hours.

3. Environmental Responsibility:

- 3.1. Environmental Compliance: Suppliers must comply with all environmental laws and regulations in their operations.
- 3.2. Resource Conservation: Suppliers should take measures to reduce resource consumption, waste, and minimize the environmental impact of their activities.
- 3.3. Pollution Prevention: Suppliers must minimize and manage environmental pollution, including air and water emissions.

4. Product Quality and Safety:

4.1. Product Quality: Suppliers are expected to deliver products that meet industry quality and safety standards.

4.2. Consumer Safety: Suppliers must adhere to applicable product safety regulations and provide accurate information about their products.

5. Supply Chain Responsibility:

5.1. Transparency: Suppliers must provide Sisource AB with access to relevant information about their supply chain, including sources of raw materials and manufacturing facilities.

6. Reporting and Compliance:

6.1. Reporting Violations: Suppliers must promptly report any violations of this code of conduct to Sisource AB.

6.2. Audits and Assessments: Suppliers may be subject to periodic assessments and audits to ensure compliance with this code of conduct.

7. Non-Retaliation:

Sisource AB prohibits retaliation against individuals who report suspected violations in good faith.

8. Conclusion:

Sisource AB values its suppliers' commitment to ethical business practices and expects all suppliers to adhere to this code of conduct. We believe in building strong, mutually beneficial, and sustainable relationships with our suppliers based on trust, respect, and shared values.

This code of conduct represents our expectations of suppliers, and compliance with these standards is essential to maintaining a successful and ethical business partnership.

Sisource AB reserves the right to amend and update this code of conduct as needed. It is the responsibility of each supplier to regularly review and adhere to the most recent version of this code.

By supplying goods or services to Sisource AB, you acknowledge and agree to abide by this Supplier Code of Conduct.

Sisource AB, 2023-10-27