

Svenska Kakel

Odakra 12.11.2021

Svenska Kakel Supplier Code of Conduct

Intention

Svenska Kakel AB (SK) responsibility comes from the heart/health. Responsible sourcing plays a significant role in our business.

We have prepared Svenska Kakel Supplier Code of Conduct (Supplier Code) to ensure that all our business partners, suppliers and manufacturers meet our basic expectations of doing business. The Supplier shall comply with all laws and regulations applicable to its operations, including ethical practices, human rights and environmental management.

We expect all Suppliers to comply with this Supplier Code. The standards of this Supplier Code are in addition to the provisions of any legal agreement or contract between the Supplier and SK.

This Supplier Code can be amended from time to time. The most recent version of the Supplier Code is available on SK's website at <https://www.svenskakakel.se>

Business Integrity

The Supplier shall compete in a fair manner in compliance with all applicable antitrust laws and regulations and shall have standards and procedures in place to ensure that its directors and employees do not engage in any anti-competitive practices.

Suppliers shall not practice or tolerate any form of corruption or money laundering. Suppliers shall not offer or accept bribes or other unlawful incentives to or from their business partners.

Suppliers shall not offer to SK employees any kind of gifts or personal benefit which could be perceived as a bribe. In all cases, gifts or entertainment shall not be offered to improperly influence a business relationship and must not violate applicable laws or ethical standards.

Supplier shall disclose to SK any situation that could constitute a conflict of interest, such as SK's employees having professional, private or significant financial advantages or interests in any of the supplier's businesses.

Labor and Safety

SK is committed to ILO Declaration on Fundamental Principles and Rights at Work and its principles, and expects that the Supplier shall respect and comply with the freedom of association and the right to collective bargaining, elimination of all forms of forced or compulsory labour, effective abolition of child labour and elimination of discrimination in respect of employment and occupation.

Supplier shall comply with applicable laws regarding working hours, minimum wages, overtime, sufficient breaks and rest time, sick leave and annual holidays, as well as

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parental leave and ensure that all employees are made aware of the key terms of their employment prior to commitment to work.

Supplier shall provide equal opportunity and treatment in employment, without regard to race, color, religion, sex, political opinion, national extraction, social origin or any other similar distinction, and not tolerate any type of harassment of its employees and respect employees' right to organize freely.

SK does not tolerate child labor in our supply chain. Suppliers must avoid any sort of child labor in their business operations consistent with the International Labour Organization's (ILO) core labor standards. Supplier shall not employ any workers younger than 15 years of age and protect workers of ages 15-17 from work which is likely to harm their health, safety or possibility for education.

We expect that our Supplier shall provide its employees a healthy, safe and secure workplace in compliance with all laws and regulations applicable to its operations. Accidents and injuries must be prevented, and we encourage our suppliers to continuously assess their safety and health risks. Supplier shall ensure that your employees are adequately trained for safety matters.

Environmental

SK expects that our Suppliers are aware of the environmental aspects of their business. Suppliers shall comply with all environmental legislation and take it into account in their operations. The Supplier is encouraged to establish and implement procedures to minimize any adverse impact of its operations on the environment and to demonstrate continuous improvements therein.

The Supplier shall in its operation:

- Fulfil applicable environmental requirements set forth in relevant laws, regulations and environmental permits in the jurisdiction where the Supplier operates.
- Consider the climate impact of its operations and undertake greenhouse gas reduction measures where reasonable.
- Comply with the EPD (Environmental Product Declaration) model for determining the environmental impact of a product. The description covers the entire product life cycle from the procurement of raw materials to the factory and customers. EPD environmental statements are to be published through the official channel and verified by an approved publisher.

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Monitoring

SK conducts supplier assessments and audits from time to time to ensure the compliance of this Supplier Code. The supplier shall also ensure that its employees and stakeholders have an opportunity to raise concerns and that there are appropriate practices for handling such cases.

The rights and privacy of anyone raising a concern in good faith shall be protected and SK does not tolerate any form of retaliation against the Supplier, an employee or an individual for making a good faith report of suspected misconduct.

The Supplier and its employees shall report of any non-compliance a suspected or known misconduct via the e-mail address kakel@svenskakakel.se

Approved by:

Date:

Supplier's signature and stamp