

# BUFAB SUPPLIER CODE OF CONDUCT

## 1. Introduction

At Bufab AB (publ), including its subsidiaries, ("Bufab"), we are committed to operational excellence, ethical and responsible conduct, fair and respectful treatment of all individuals, and practices that promote safety, health and environmental protection.

Bufab's business is based on close, long-term relationships with customers, suppliers and other business partners. With this Supplier Code of Conduct, we therefore communicate to our suppliers to expect them to operate as Bufab, in accordance with internationally recognized standards on Human Rights, Labour Rights, Environment and Anti-corruption.

The Bufab Supplier Code of Conduct or equal requirements must be communicated to all of the suppliers 1st tier sub-suppliers providing products or material to Bufab.

## 2. General Principles

### **Comply with the laws and regulations in each country in which the supplier operates**

Where there are differences between the provisions of this Supplier Code of Conduct and national laws or other applicable standards, suppliers shall adhere to the higher or more stringent requirements.

### **Demonstrate and promote its commitment to responsible business practice in policies, decisions and activities**

Supplier shall upon request of Bufab, provide evidence of its compliance with the obligations set out in this Supplier Code of Conduct.

## 3. Anti – corruption

Suppliers that Bufab makes business with must not use illegal payments, bribes, kickbacks or other questionable inducements to influence any business transaction. Bufab specifically prohibits bribery by any of its employees or agents. A practice that conflicts with this policy might be considered acceptable in a particular country, however it is not acceptable for Bufab.

## 4. Principles of Human rights and social justice

Suppliers must support and respect the protection of internationally proclaimed human rights and make sure that they are not complicit in human rights abuses.

### **Non-discrimination**

All employees of the supplier shall have equal opportunities based on competencies, experience and performance regardless of gender, race, religion,

age, disability, sexual orientation, nationality, political opinion, union affiliation, social background or ethnic origin. All employees should be treated with respect. Discrimination, physical or verbal harassment, or any illegal threats are not tolerated.

#### **Workplace practice**

The necessary conditions for a safe and healthy work environment shall be provided for all the suppliers' employees.

#### **Forced labor**

Supplier will not engage in or support forced, bonded or compulsory labor, nor shall the Supplier require any form of deposit or confiscate identification papers from employees.

#### **Child labor**

Bufab respects the children's right to development and education. Suppliers must not engage in child labor. The supplier shall ensure that no employee is younger than the legally fixed age for employment. Minimum age is the age for completion of compulsory schooling, but not younger than 15 years, or not younger than 14 years, in countries where the education system is inadequate developed. The supplier should abide by the United Nations Convention on the Rights of the Child (1989) and comply with all relevant national and international laws, regulations and provisions applicable in their country of production or operations.

#### **Freedom of association**

Suppliers must respect the right of employees to join any organized associations of their own choosing and to bargain collectively as permitted by local laws and regulations. Suppliers shall respect the recognized unions. The supplier should also equally respect an employee's right to refrain from joining a union.

#### **Working hours and compensation**

Suppliers shall comply with applicable laws, agreements and industry standards on working hours and compensation.

#### **Health and Safety**

Suppliers shall safeguard a healthy and safe working environment for all employees, in accordance with international standards and national legislation. Appropriate information on health and safety should also be offered to the employees. Where the supplier provides its employees with accommodation such accommodations must as a minimum be clean, safe and meet the employees' basic needs.

## **5. Environment**

A supplier should take preventive measures in relation to environmental challenges, undertake initiatives to promote greater environmental responsibility and encourage the development and diffusion of environmentally friendly technologies. A suppliers' actions should be based on the relevant national and

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international laws, regulations and standards in respect to environment. Supplier shall minimize its environmental impact and continuously improve its environmental performance.

## 6. Conflict minerals

Supplier warrants that all the products and components provided to Bufab do not directly or indirectly contain Conflict Minerals, as defined by the United States Dodd Frank Act, Section 1502. Bufab requires manufacturing companies to identify and disclose the source of 3TG minerals (tin, tantalum, tungsten and gold) used in products supplied to Bufab upon request.

## 7. Auditing

Bufab reserves the right to actively verify and audit the suppliers' compliance with Bufab Supplier Code of Conduct without announcement on premises. These audits may be performed either by Bufab employees or by a third party auditor assigned by Bufab.

## Signing

We hereby agree to adhere to all principles outlined in Bufab Supplier Code of Conduct

Company
Address
Date
Name
Title
Signature