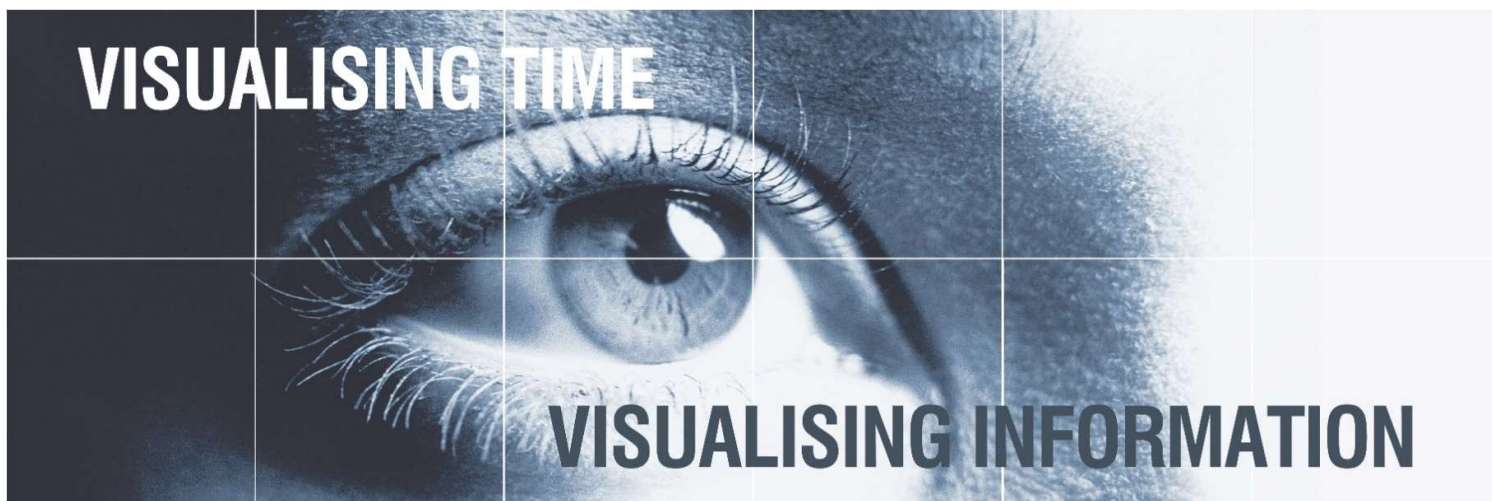




WESTERSTRAND URFABRIK AB

Supplier Code of Conduct



INTRODUCTION

Westerstrand Urfabrik AB develops, designs, manufactures and sells modern time and display products for areas such as industries, hospitals, offices, schools, public transportation, sport halls and sport arenas. Westerstrand distributes its products around the world and is a familiar partner in the day to day life of people on all continents.

Westerstrand support and are committed to the fundamental principles of human rights, labour standards, the environment and anti-corruption. We aim to offer products and solutions that help reduce negative environmental impact and improve people's lives. For this reason, we cooperate closely with our suppliers and business partners with the aim to build sustainable relationships.

This Code of Conduct applies to all our entire supply base including suppliers and manufacturers.

GENERAL

Suppliers are to be aware and comply with all applicable laws and regulations on international, regional, and national levels. This includes international conventions concerning human rights and labor rights, protection of the environment, as well as anti-corruption and competition law. Additionally, suppliers are to be aware and comply with all the requirements set forth in this Code of Conduct

It is the supplier's responsibility to enforce and verify legal compliance and compliance with this Code of Conduct, including to ensure that all sub-suppliers in turn also comply with this Code of Conduct. Suppliers must be able to confirm compliance with this Code of Conduct at Westerstrand's request. Such verification may take the form of self-declaration, follow-up meetings or inspections of the working conditions at production sites. Supplier information will be handled confidentially.

HEALTH AND SAFETY

Supplier must ensure that workers, including temporary and contracted workers, perform their duties in a safe and secure work environment. This means that the supplier works systematically and purposefully to reduce work-related injuries, inform employees about risks in their work environment, and also ensure that employees have suitable protective equipment and the right training to perform their work in a safely manner.

Hazardous materials shall be stored in secure locations, as well as disposed in a safe and legal manner.

The workplace shall have clean and sanitary toilet facilities for the workers. Potable water shall be made available for workers. A clean area to eat meals shall be accessible to all workers.

LABOR STANDARDS AND HUMAN RIGHTS

Supplier must take active measures to avoid the use of any form of slaved, forced, bonded or involuntary labor, or human trafficking, in any phase of business operations, including in their own supply chain.

Supplier shall work to prevent harsh or inhumane treatment, including bullying and physical or mental harassment, mental or physical abuse, coercion, detention, or punishment. Physical abuse or punishment, or threats of physical abuse, sexual or other harassment and verbal abuse, as well as other forms of intimidation, is prohibited.

NO DISCRIMINATION

Supplier must not discriminate in hiring, compensation, access to training, promotion, termination or retirement based on ethnic background, caste, gender, marital or parental status, age, national or social origin, membership of traditional marginalized groups, religion, sexual orientation, pregnancy, disability, union membership, political affiliation, serious illness or any other condition that could give rise to discrimination. All decisions made regarding an employee's positions are to be assessed strictly on the basis of his/her abilities and qualifications.

WORKING HOURS AND WAGES

Supplier shall ensure that working hours comply with national laws and collective agreements. Weekly working hours should not on a regular basis be more than 48 hours and not exceed 60 hours on an irregular schedule in accordance with ILO guidelines. Supplier shall ensure that workers be provided with at least one day off for every 7-day period.

Supplier shall ensure that wages and benefits paid for a standard working week shall as minimum meet national legal standards, or industry benchmark standards, whichever is higher. Workers shall always receive overtime pay for all hours worked over and above the normal working hours, minimum in accordance with relevant legislation. Deduction from wages or salaries as a disciplinary measure are not permitted.

FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

Supplier shall recognize and respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly, in accordance with the laws of the countries in which they are employed. Supplier shall not discriminate worker representatives and allow for them to carry out their representative function in the workplace.

NO CHILD LABOR

Reference: UN Convention on the Rights of the Child, ILO Conventions Nos. 138, 182 and 79, and ILO Recommendation No. 146

Westerstrand has zero tolerance for child labor and a supplier working with Westerstrand shall guarantee that the supplier does not hire employees of an age below the lowest of either the minimum age under national legislation, or the minimum age under ILO's C138 Minimum Age Convention. The supplier must also guarantee that any employee who is older than the minimum age but younger than 18 years of age has at a minimum working conditions, working hours and salary appropriate to his/her age and in compliance with the applicable legislation.

ANTI-CORRUPTION AND BUSINESS ETHICS

Supplier shall comply with all laws and regulations concerning competition, financial reporting and taxation. Supplier shall be aware that corruption in any form is not accepted, including bribery, extortion, kickbacks and improper private or professional benefits to customers, agents, contractors, suppliers or employees of any such party or government officials. Supplier shall establish processes to prevent corruption, for example an anti-corruption policy and by providing relevant training to staff.

Any compensation from Westerstrand to a supplier, and in extension its Ultimate Beneficial Owner, for delivered material, products, components or services must not be used for any unlawful or criminal activity.

All interaction between Westerstrand and its suppliers is to be based on a professional business relationship. No Westerstrand employee may offer or provide, directly or indirectly, any undue advantage to a supplier in exchange for personal gain of any kind. Supplier shall be aware that Westerstrand will not accept any benefit intended for a Westerstrand employee to facilitate the business with Westerstrand.

ENVIRONMENT

Supplier shall respect national and international environmental legislation and actively work to reduce impact on environment, as well as encourage their own suppliers to reduce environmental impacts.

Supplier shall ensure that products, materials and components meet agreed and legal standards for health and safety.

Supplier shall have a policy and due diligence process to reasonably assure that high-risk minerals (such as tantalum, tin, tungsten and gold, known as 3TGs) in the products, materials and components they

manufacture does not directly or indirectly finance or benefit armed conflicts or gross violation of human rights.

REACH: All requirements in the REACH Regulations shall be fulfilled. Substances listed in the SVHC list (Substances of Very High Concern) shall not occur in amounts higher than 0,1% by weight in mixtures or goods. If new substances are added to the SVHC list the requirement shall be met within 6 months after the European Chemicals Agency's (ECHA) publication of a revised list.

Supplier must inform if a substance on the SVHC list occur in amount higher than 0,1% by weight in a material, component or product ordered by Westerstrand before confirming order.

Electronic equipment: Electronic equipment must comply with WEEE and RoHS directives.

Supplier must inform if a material, component or product ordered by Westerstrand are in breach of RoHS before confirming order.

PVC: Information if a material, component or product contain PVC shall be sent to Westerstrand together with the used plasticizer (chemical name and CAS no).

Product packages: PVC plastic is not allowed in packing material. The cellulose in the packaging made out of paper shall be based on unbleached pulp.

Products classified as dangerous cargo: Shall have UN approved packaging and have relevant labels and transport documentation.

PRODUCT QUALITY AND INSURANCE

Supplier shall ensure that all products, materials and components supplied to Westerstrand meet agreed and legal standards and are tested and approved according to applicable standards before delivery. All material, products and components must be properly labelled and have instructions and safety data sheets attached or included.

Suppliers who work with Westerstrand are to maintain adequate insurance cover for their activities and their deliveries.

Westerstrand Urfabrik AB
Töreboda 2024-11-28