

Version 1  
30 May 2023

# Supplier Code of Conduct

This Supplier Code of Conduct outlines the minimum level of corporate responsibility that Hedin Mobility Group AB and all subsidiaries within the Hedin Mobility Group ("HMG") expects suppliers, including but not limited to full and part-time employees, consultants, contractors, trainees, temporary workers, migrant workers, board members and affiliated entities ("the Supplier"), that enter a supplier agreement through which the Supplier undertakes to provide HMG with products or services of any kind ("Contract"), to meet.

This Supplier Code of Conduct shall be included in all supplier agreements with HMG and is therefore legally binding for the Supplier.

By signing this Supplier Code of Conduct, the Supplier undertakes to comply with the following numbered items.

## UN Global Compact

1. The Supplier adheres and respects The Ten Principles of the United Nations Global Compact as stated on the UN Global Compact website (<https://unglobalcompact.org>).

## Ethical responsibility

2. The Supplier commits to follow local laws and regulations. The Supplier must hold all necessary permits and licenses required to conduct its business, and share these with HMG upon request.
3. Fair competition is always practiced and any form of corruption (including but not limited to fraud, bribery, and extortion) is not tolerated.
4. Financial accounts are kept and reported according to local laws and regulations.
5. The Supplier complies with GDPR regulations, and any other local regulations related to data protection.
6. The Supplier complies with applicable economic sanctions and export controls.
7. The Supplier's ownership and management structure is free from individuals that are under national or international sanctions, or individuals being convicted of fraud, corruption, embezzlement, or similar crimes.

## Social responsibility & Working conditions

8. Child labor (as defined by UN Global Compact Principle 5) is strictly prohibited.
9. No forced or compulsory labor of any kind occurs.
10. Discrimination, harassment, or any other adverse treatment due to gender, age, ethnic origin, religion, trade union activity or membership, pregnancy, or other legally protected characteristics, is not tolerated.
11. Employees receives fair remuneration, according to relevant government minimum wages or industry standards based on collective bargaining, whichever highest.
12. Employee working hours follow local laws and regulations, and with ILO (International Labor Organization) standards.
13. The Supplier complies with local health and safety laws and regulations, and with ILO (International Labor Organization) standards.

14. The Supplier provides adequate employer information, training, machine maintenance, protective equipment etc. that is required for personnel to perform their job in a safe way.

### **Environmental responsibility**

15. The Supplier strives to reduce the environmental impact of its operations and its services and/or products.
16. The Supplier undertakes a transparent and cooperative approach that contributes to continuously improve the environmental impact across the supply chain.
17. Environmental impact plays an important role in business decisions.

### **Continuous improvements & Adherence**

18. The Supplier strives to continuously improve and develop the regulations of this document, as well as the drive improvements that will increase quality of products and/or services.
19. If breaches to the minimum level of corporate responsibility that are mentioned in this Code of Conduct are found, the Supplier shall take immediate actions to re-establish the adherence to this document. HMG is, without delay, informed of such breaches as well as the corrective actions that has been taken by the Supplier. If actions are not taken, HMG has the right to terminate the Contract. For severe breaches, the Contract can be terminated with immediate effect.

**By signing below, the Supplier accept to adhere to HMG's Supplier Code of Conduct as stated in this document.**

Place and date: \_\_\_\_\_

Supplier: \_\_\_\_\_

Name: \_\_\_\_\_

Signature: \_\_\_\_\_