

Corporate and Supplier Code of Conduct

Erteco Rubber & Plastics AB

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Foreword

This Code of Conduct establishes the principles and requirements of Erteco Rubber & Plastics AB ("Erteco") in relation to ethical business conduct, human rights, working conditions, occupational health and safety, and environmental responsibility. Erteco is committed to upholding these principles and requirements throughout its own operations and expects the same standard of conduct from its employees, representatives, suppliers, and their subcontractors across the value chain.

This Code is based on internationally recognized standards, including the United Nations Universal Declaration of Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the United Nations principles on children's rights. In implementing this Code, Erteco and all other parties within its scope shall respect individuals, society, and the environment and shall adopt a responsible, proactive, and long-term approach.

Unless a provision is expressly stated to apply solely to suppliers or subcontractors, the principles and requirements set out in this Code shall apply, as appropriately, to Erteco, its employees, and its representatives. The sections below define the responsibilities, reporting arrangements, compliance obligations, and follow-up procedures applicable to each party.

1. Corporate sustainability management

“Shall” and “must” denote mandatory requirements. “Should” denotes an expectation that suppliers must address unless they can demonstrate an equivalent approach.

Suppliers must comply with applicable laws and this Code, maintain appropriate records to demonstrate compliance, communicate the requirements to relevant employees and subcontractors, and promptly address identified non-compliance. Where local law and this Code differ, the supplier must apply the requirement that provides the higher level of protection, unless prohibited by law.

The supplier must maintain a sustainability management approach proportionate to its size, activities, and impacts. The approach must define relevant objectives, responsibilities, action plans, and performance indicators covering economic resilience, social responsibility, and environmental stewardship.

1.1. Transparency and Reporting

The supplier should transparently report on sustainability initiatives and progress.

1.2. Stakeholder Engagement

The supplier should identify and engage relevant stakeholders, including employees, customers, investors, and local communities, in relation to material sustainability matters. Suppliers to Erteco Rubber & Plastics AB should also maintain an environmental management system certified to ISO 14001 or an equivalent documented system appropriate to their operations.

1.3. Reporting of infringements

Actual or suspected violations of this Code must be reported promptly. Suppliers should provide employees with a confidential reporting channel that allows anonymous reporting where permitted by law and protects reporters from retaliation. Concerns involving an Erteco Rubber & Plastics AB representative may be reported through the whistleblowing channel available at www.erteco.se.

1.4. Follow-ups

Suppliers and subcontractors must, upon reasonable notice, provide Erteco Rubber & Plastics AB or its appointed representatives with access to relevant sites, records, and personnel for the purpose of verifying compliance with this Code. Audits and confidential employee interviews must be conducted with due regard for applicable law, confidentiality, data protection, and legitimate business interests. Personal data must be processed only to the extent necessary for the review and in accordance with applicable data protection legislation, including the GDPR where applicable.

2. Social

2.1. Anti-corruption

Suppliers must follow anti-corruption laws and good practices. Companies should not offer illegal or unethical benefits. Employees must not accept third-party compensation that could affect their business decisions.

2.2. Discrimination and harassment

Discrimination, harassment, and retaliation are prohibited. Employment decisions, including recruitment, pay, training, promotion, and termination, must be based on legitimate job-related criteria and must not be influenced by gender, gender identity, ethnicity, religion or belief, pregnancy, parenthood, disability, sexual orientation, age, or any other characteristic protected by applicable law.

Erteco expects that employees of our suppliers will receive equal pay for equal work based on their qualifications, experience, and performance.

2.3. Equality and diversity

The supplier is committed to fostering a workplace that ensures equal opportunities for all employees, regardless of gender. No distinctions shall be made based on gender, ethnicity, disability, age, skin color, income, sexual orientation, religious beliefs, or political opinions. All employees should have access to the same opportunities for development, training, and promotion within each business area.

2.4. Human rights

The supplier must respect internationally recognized human rights and avoid causing, contributing to, or being directly linked to adverse human rights impacts through its operations, products, or business relationships. The supplier must treat employees with dignity, good faith, and mutual respect. Where products contain tin, tantalum, tungsten, or gold, the supplier must exercise appropriate due diligence regarding sourcing from conflict-affected and high-risk areas.

2.5. Drinking water and efficiency

Safe and clean drinking water must be available to all employees at no cost and within reasonable access of the workplace.

2.6. Health and safety

The supplier must provide employees and other people working under its control with a safe and healthy working environment. The supplier must identify workplace hazards, assess and control risks, provide appropriate training, and investigate incidents, accidents, and work-related illnesses to prevent recurrence.

2.7. Machines and equipment

All machinery, vehicles, and equipment must be safe and equipped with necessary safety measures. Preventive maintenance procedures should be implemented, and servicing and inspections must comply with current legislation.

2.8. Safety information

Safety information and warning signs should be prominently displayed in risk areas. Written information and signs must be in a language that employees understand and should describe the risk and the measures employees can take to minimize it.

2.9. Protective equipment

Personal protective equipment should be readily available and provided at no cost to all employees with work tasks that pose potential injury risks. Areas requiring the use of protective equipment should be clearly marked, such as with illustrative signs.

2.10. Sustainability committee and safety walks

Employees should have opportunities to contribute to the development of environmental, social, health, and safety practices in the workplace. Workplace safety inspections must be conducted regularly. Identified risks and improvement actions must be documented, assigned to a responsible person, and given a target completion date. The implementation and effectiveness of corrective actions must be verified and recorded.

2.11. Crisis management

A contingency plan based on identified risks must be available and communicated. Procedures for preventing and managing emergency situations must be implemented.

2.12. Working hours

Suppliers shall comply with applicable national laws and industry standards regarding working hours and public holidays.

2.13. Insurance

All employees are required to have accident insurance that provides health care coverage for work-related injuries and compensation for disability resulting from work-related accidents.

2.14. Child labor

The supplier must not employ children below the minimum age for employment established by applicable law or the relevant ILO conventions, whichever provides the greater protection. Young workers must not perform hazardous work or work that interferes with their education, health, or development. The supplier must apply these requirements to its subcontractors and maintain appropriate age-verification procedures.

2.15. Freedom of association and collective agreement

The supplier must allow employees to form and join organizations of their choice and negotiate collectively.

2.16. Minimum wage

Salaries for regular working hours, overtime, and other additional compensation should meet or exceed the minimum legal requirements or the standard rates in the supplier's industry. Unauthorized, unlawful, or disciplinary salary deductions are prohibited.

2.17. Employment contract

Employees must receive a written employment agreement, in a language they understand, before or at the start of employment. The agreement must state the terms required by applicable law, including the parties, position, remuneration, working hours, benefits, and notice provisions.

2.18. Recruitment and resignation

Employees will not incur any fees related to recruitment and retain the right to resign in accordance with their employment contract without penalty or salary deductions. Debt will not be used to obligate employees to remain in employment.

2.19. Sustainability Training and Education

The Supplier shall offer training programs to improve employees' understanding of sustainability practices.

2.20. Community Engagement

The Supplier should engage local communities through sustainable practices like job creation and community development.

3. Environmental

3.1. Products

The supplier must ensure that all products and materials delivered to Erteco Rubber & Plastics AB comply with relevant laws and standards. When developing and manufacturing these products, the best possible materials, and technology from a sustainability perspective should be considered, as far as technically and economically feasible.

3.2. Sourcing

The supplier ensures that raw materials and resources are sourced responsibly, considering ethical and environmental considerations. A system for tracing the origin of raw materials is required.

3.3. Carbon Footprint, Emissions Reduction, and Climate Mitigation

The supplier must identify its material greenhouse gas emission sources and establish measurable objectives and action plans to reduce emissions. Progress should be monitored and reported using a recognized methodology appropriate to the supplier's operations. The supplier should improve energy efficiency and increase the use of renewable energy where technically and economically feasible.

3.4. Chemicals

Chemical products should be handled responsibly and replaced with environmentally friendly alternatives when possible. Safety data sheets must be available and familiar to employees for each chemical where they are used.

3.5. Energy and efficiency

The supplier should prioritize energy consumption and efficiency initiatives to minimize the environmental impact.

3.6. Biodiversity and Ecosystem Protection

The supplier should address the impact of operations on local ecosystems and biodiversity conservation efforts.

3.7. Circular Economy

The supplier is expected to encourage circularity in material usage and reduce waste to minimize resource consumption. The supplier should be integrated with waste management systems.

3.8. Packaging

The supplier is encouraged to minimize waste and environmental impact by implementing eco-friendly packaging solutions.

3.9. Documentation

The supplier must report product content delivered to Erteco Rubber & Plastics AB per applicable laws and regulations and provide any requested statements.

4. Review and contact information

This document will be subject to an annual review which will ensure that it aligns with our sustainability initiatives, evolving regulations and best practices. If you have any questions or comments about this document or the sustainability efforts of Erteco Rubber & Plastics AB, please don't hesitate to contact our Sustainability Manager, Henrik Carlberg, henrik.carlberg@erteco.se.

5. Confirmation and signature

We hereby confirm as a supplier to Erteco Rubber & Plastics AB, that we have read, understood, accepted and will comply with Erteco Rubber & Plastics AB's Code of Conduct for suppliers.

We understand that the code of conduct applies to us in all markets, including subcontractors, where we conduct business. We agree that this Code of Conduct should be seen as an integral part of our agreement with Erteco Rubber & Plastics AB.

If the supplier fails to adhere to this Code of Conduct, Erteco Rubber & Plastics must be promptly notified. In cases of significant non-compliance, a comprehensive action plan for achieving compliance should be presented.

Company name

Signature

Place

Title

Date

Printed name