

Supplier Code of Conduct

DELLNER GROUP 2025

Supplier Code of Conduct

Dellner Group AB's and its subsidiaries' (together, "Dellner Group") ambition is to be global leaders in the supply of sustainable products and services within different industrial segments. Dellner Group is committed to doing business ethically and in accordance with sustainability principles. Our values and ethics are valuable assets and require that this Supplier Code of Conduct (this "Code") is upheld.

This Code is based on the principles set out in the United Nations Global Compact Dellner Group also supports the International Bill of Human Rights, the ILO Core/Fundamental Conventions , the OECD Guidelines for Multinational Enterprises, the United Nations Convention Against Corruption as well as the United Nations' Guiding Principles on Business and Human Rights.

Application of this Code

This Code applies to all of Dellner Group's suppliers and service providers (together, "Supplier/s").

Suppliers must always conduct their businesses in compliance with applicable laws and regulations. This Code sets out further minimum standards that Suppliers must comply with. Where local laws and regulations are stricter than this Code, Suppliers must comply with those laws and regulations.

Control of compliance with this Code

Suppliers shall maintain management systems related to compliance with this Code, in proportion to the risk environment of the Suppliers' businesses. Policies and procedures shall clearly communicate roles and responsibilities, relevant training with instructions, and control systems at Suppliers.

Dellner Group is entitled to verify Supplier' compliance with this Code at any time, through audits, onsite visits, or assessments of questionnaires. Suppliers shall facilitate and assist in any such reviews or audits.

If Dellner Group makes any findings during assessments or audits, such findings will be communicated to the Supplier and shall be remediated in a timely manner.

A breach of this Code is considered a material breach of the relevant agreement with the Supplier. Upon any such breach, each Supplier agrees that Dellner Group may terminate its business relationship with the Supplier by written notice.

Workplace conditions and human rights

Suppliers must treat all current and future employees fairly and without prejudice. Suppliers must not tolerate violence and harassment, bullying or retaliation at work and must not tolerate discrimination on the basis of gender, marital or parental status, pregnancy, race, ethnicity or national origin, sexual orientation, religious belief, political affiliation, trade union membership or non-union members, age, or disability.

Suppliers must pay fair wages and benefits according to relevant standards wherever they operate. Suppliers must comply with applicable laws, industry standards and collective bargaining agreements on working hours, including overtime and overtime compensation, to ensure adequate time for rest and recovery.



Suppliers must recognize the fundamental right of employees to decide on whether, or not, to be represented by recognized unions of their choice, and Suppliers shall provide the right for their employees and their legally recognized trade unions to engage in collective bargaining.

Suppliers must not tolerate child labour or forced labour in their facilities or the operations of any business partner.

Suppliers shall enforce a zero-tolerance policy against trafficking and take proactive measures to ensure that their operations do not negatively impact local communities.

If Suppliers provides housing for workers, it must be safe, clean, and meet basic living standards. This includes adequate space, ventilation, and protection from the elements. The Supplier must ensure access to clean drinking water, sanitation facilities, and a hygienic living environment. Workers' privacy must be respected, including through appropriate sleeping arrangements and secure personal spaces.

Safety and environment

Suppliers shall have a robust and systematic way of working with health and safety that complies with applicable laws and regulations and industry standards. It is the responsibility of each Supplier to drive and engage in developing a safe and sound work environment.

Suppliers shall be committed to conducting their business in an environmentally responsible way. Suppliers shall always meet environmental legal requirements where they operate.

Bribery and corruption

Suppliers must not offer or accept a bribe in any form or arrangement, or to authorize, condone or accept any third party carrying out such activities on their behalf.

Suppliers shall not offer gifts or make donations or sponsor third parties where these activities have the effect of a bribe. Suppliers must act with integrity, honesty, independence, transparency and objectivity when dealing with their customers, business partners, government agencies and other related third parties.

Conflict of interest

Suppliers must not engage in, or cause Dellner Group to engage in, any form of corrupt practices

Suppliers must avoid all potential conflicts of interest while engaged with Dellner Group and notify Dellner Group of any potential conflicts of interest that cannot be avoided.

Privacy and information protection

Suppliers must comply with contractual terms as well as applicable data protection laws when conducting business and when collecting, processing, or storing personal data of any individuals, including but not limited to their employees and contractors.

Suppliers shall properly handle sensitive information, including confidential, proprietary and personal information. Information should not be used for any other purpose than for which it was provided. Suppliers



must respect the intellectual property of Dellner Group and others.

Economic crimes

Suppliers must keep adequate records and take appropriate actions to ensure compliance with any applicable local and international regulations on preventing and detecting economic crimes, including fraud, money laundering and extortion.

Antitrust and competition

Suppliers must adhere to the laws and regulations that promote fair competition. Dellner Group does not sign agreements or contracts intended to prevent competition, such as price fixing, market sharing, customer allocation or other illegal activities. Suppliers must carry out their duties in full compliance with antitrust legislation.

Export controls and trade sanctions

Suppliers shall comply with applicable laws and regulations governing trade sanctions and export control, including the laws and regulations of the European Union (EU), U.S., U.K., EU Member States, and the United Nations. Suppliers must not engage in, or cause Dellner Group to engage in any activities which contravene any form of sanctions or export control breaches.

Conflict minerals

Suppliers shall exercise due diligence concerning its use of conflict minerals and the source of these minerals and respond in a timely manner to Dellner Group's request for information on these activities and findings.

Reporting

Suppliers must provide suitable grievance channels and remediation mechanisms for employees and third parties, ensuring they can report concerns or complaints without the risk of retaliation.



Supplier acceptance

The undersigned authorized representatives of Supplier hereby certify that Supplier accepts and shall comply with this Code.

Full company name: _____

Corporate identification number: _____

Date: _____

Name: _____

Name: _____

Position: _____

Position: _____

Signature: _____

Signature: _____