

CODE OF CONDUCT FOR SUPPLIERS



THE GLOBAL GOALS For Sustainable Development

INTRODUCTION

At Hexatronic, we stand by and run our business in line with the 10 principles for responsible enterprise as defined in the UN Global Compact. The principles are based on the UN Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the Rio Declaration, and the UN Convention against Corruption. Hexatronic has drawn up a Code of Conduct for our Suppliers

- **PURPOSE** – The purpose of our code of conduct is to protect human rights, to promote fair employment conditions and safe working conditions, to require responsible management of environmental issues and high ethical norms.
- **EXPECTATIONS** – Apart from complying with prevailing laws, regulations and standards, we expect all Hexatronic suppliers and business partners to comply with our Code of Conduct for Suppliers, even where it advocates a higher standard than required in the supplier's national laws and regulations.

We also expect to be provided with information that constitutes evidence of compliance upon request. Suppliers agree to grant access to its premises for audits by Hexatronic.

The supplier are requested to inform Hexatronic if they discover any infringement of our Code of Conduct, either within in their own operation or at Hexatronic. Use the following link <https://hexatronicgroup.com/en/supplier/> to find out how to report.

ENVIRONMENT

Hexatronic strives to develop, manufacture and provide products and services with excellent properties in terms of sustainability. We work to prevent emissions and minimize the use of resources. To ensure that our products are manufactured in a sustainable way along the entire supply chain, environmental commitment from the supplier is a must.

The supplier should have active environmental management in place and should take measures to avoid hazardous substances and minimize emissions and the use of resources, in areas such as energy consumption, transportation, materials handling and waste management.

HUMAN RIGHTS

- **ELIMINATION OF DISCRIMINATION** – All employees are to be treated with respect and dignity. All types of discrimination dependent on bias or prejudice are forbidden, e.g. relating to skin colour, gender, sexual orientation, civil status, pregnancy, parenthood, religion, political opinion, nationality, ethnicity, social origin, social status, belonging to indigenous population, disability, age or union membership, or any other kind of ground for discrimination protected by local law.

Employees with the same qualifications, experience and abilities shall receive equal pay for equal work.

- **AVOIDANCE OF CHILD LABOUR** – The minimum permissible age of employment is 15 years, or no younger than 14 years in countries with a still-developing education system. Children may not be employed for hazardous work, or work that is incompatible with the child's personal development. A child refers to a person under the age of 18. Personal development includes the child's health or their physical, mental, spiritual, moral or social development.

FAIR EMPLOYMENT CONDITIONS

- **REASONABLE EMPLOYMENT CONDITIONS** — Pay and conditions must be fair and reasonable, and must meet applicable laws or industry standards, whichever are the stricter. Working hours must be in line with applicable laws. A normal working week should not exceed 48 hours. Working overtime should be voluntary and should not exceed 12 hours per week, unless otherwise agreed in collective agreements. Personnel should have at least one day off in each seven-day period. A day off is regarded as at least 24 consecutive hours off. Pay deductions as a disciplinary measure are not permitted. Corporal punishment, physical or verbal abuse, or any other form of threat or harassment are not permitted.
- **AVOIDANCE OF SLAVERY** — The supplier may not take part in any form of slavery which entails forced labour, trafficking or non-volitional labour in any way. Employees should be free to leave their workplace at the end of the day and to end their employment after a reasonable period of notice in line with applicable laws or contracts. Employees should not be forced to deposit money or identity documents with their employer.
- **FREEDOM OF ASSOCIATION** — All employees should be free to form and join, or not join, a trade union or similar external representation organization, and to negotiate collectively. There should be ongoing information and consultation with employees.

HEALTH & SAFETY

- **WORKING ENVIRONMENT** — Employee health is a high priority in all operations and projects run by Hexatronic. Suppliers are expected to prioritise employee health in the same way. Care and consideration apply to all forms of working environment. No employee should risk physical or mental injury or illness at their workplace. The supplier must respect and follow international standards and labour rules in local laws and agreements.
- **SAFETY** — Employees must receive appropriate health and safety information, training and protective equipment. There must be fire protection, first aid equipment, the ability to evacuate buildings safely, and correct handling and labelling of chemicals and machinery. The supplier should have a system for reporting accidents and near-accidents.

ANTI-CORRUPTION

- Hexatronic selects its suppliers and makes purchasing decisions objectively, and with the best interests of Hexatronic in mind. Hexatronic does not tolerate any form of fraudulent behaviour. The supplier may not, either directly or indirectly, take part in any form of blackmail, embezzlement or corruption. Nor may the supplier offer or accept any form of bribe, promise or offer in the shape of improper benefits in order to generate or reward inappropriate conduct with the aim of achieving commercial, agreement-regulating or personal advantages. Suppliers or sales personnel proven to influence Hexatronic's purchasing decisions in an improper way risk being excluded from any future business with the company.