

# CODE OF CONDUCT FOR SUPPLIERS

For Hexatronic Group, a sustainable supply chain is a key aspect of sustainability, and it is vital in our strategy to deliver value to our customers and contribute to a sustainable development.

Hexatronic has signed the UN Global Compact and runs its business in line with the ten principles for responsible enterprise. 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 on Environment and Development, and the UN Convention against Corruption. We also support and contribute to the UN's Sustainable Development Goals – Agenda 2030.

This Code of Conduct has been formulated to ensure responsible management of environmental issues, protect human rights, promote fair employment conditions and safe working conditions, and maintain a high level of business ethics.

## EXPECTATIONS ON SUPPLIERS

Apart from complying with prevailing laws, regulations and standards, we expect all Hexatronic suppliers and their subcontractors to comply with this Code of Conduct, even where it advocates higher standards than those required in the supplier's national laws and regulations.

We expect our suppliers, on request, to provide the information necessary to substantiate compliance with this Code, and also to ensure compliance in the next stage of the supply chain.

The supplier agrees to inform Hexatronic if any infringement of our Code of Conduct is discovered, whether in their own operation, with a subcontractor or at Hexatronic. Use the following link to report any infringements: <https://report.whistleb.com/en/hexatronic>.

## ENVIRONMENT

Hexatronic strives to develop, manufacture and offer products and services with excellent environmental properties. To ensure that our products are manufactured in a sustainable way from raw material to finished item, environmental commitment throughout the supplier chain is a must.

- The supplier should **conduct proactive climate and environmental work** in the day-to-day operation, in a way that contributes to being part of the solution to the environmental challenges being faced both locally and globally.
- The supplier should avoid hazardous substances, and measures should especially be taken to minimize emissions of direct and indirect greenhouse gases. Environmentally sound technologies, which enable a high resource efficiency and low emissions, shall be applied to the greatest possible extent.

## HUMAN RIGHTS

- The supplier should support, and **respect internationally proclaimed human rights**. The supplier should assure no involvement, whether directly or indirectly, in violations of human rights.

## FAIR EMPLOYMENT CONDITIONS

- The supplier should **ensure that all employees are treated with respect and dignity**. All types of discrimination are prohibited, such as discrimination due to skin colour, gender, sexual orientation, civil status, pregnancy, parenthood, religion, political opinion, nationality, ethnicity, belonging to an indigenous population, disability, age or union membership.
- The supplier should **offer its employees good terms of employment**. Employees with the same qualifications, experience and abilities shall receive equal pay for equal work. 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.

- The supplier may **not use any form of slavery** which entails forced labour, human trafficking or non-volitional labour of any kind. 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.
- The supplier must **not use any form of child labour**. No person below the age of 15 may be employed, as this is the minimum age for finishing compulsory education. In countries with a less well-developed education system, this age may on occasion be 14. 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.
- The supplier must **allow employees freedom of association**. All employees should be free to form and join, or not join, a trade union or similar external representation organisation, and to negotiate collectively. There should be ongoing information and consultation with employees.

## WORKING ENVIRONMENT

Employee health and safety is a high priority in all operations and projects run by Hexatronic. The key to this is a good working environment.

- The supplier is expected to **treat the employees' working environment as a priority**. No employee should risk suffering physical or mental injury or illness at their workplace.
- The supplier should give employees 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 makes decisions regarding purchasing and choice of suppliers objectively, and with the best interests of the company in mind. Hexatronic does not tolerate any form of corrupt 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 or personal advantages.
- Suppliers or sales personnel proven to attempt to influence Hexatronic's purchasing decisions in an improper way risk being excluded from any future business with the company.

Together with our employees, customers and suppliers,  
we want to contribute to a more sustainable society.  
How we run our company and do business matters.

Hexatronic Group supports and contributes to the 17 Global  
Goals for Sustainable Development – Agenda 2030.

We also participate in the UN Global Compact at Signatory  
level and run our business in line with the ten principles  
for responsible enterprise.



**THE GLOBAL GOALS**

**WE SUPPORT**



For more information:

<https://hexatronicgroup.com/en/sustainability/>

<https://www.globalgoals.org>

<https://www.unglobalcompact.org/what-is-gc/mission/principles>