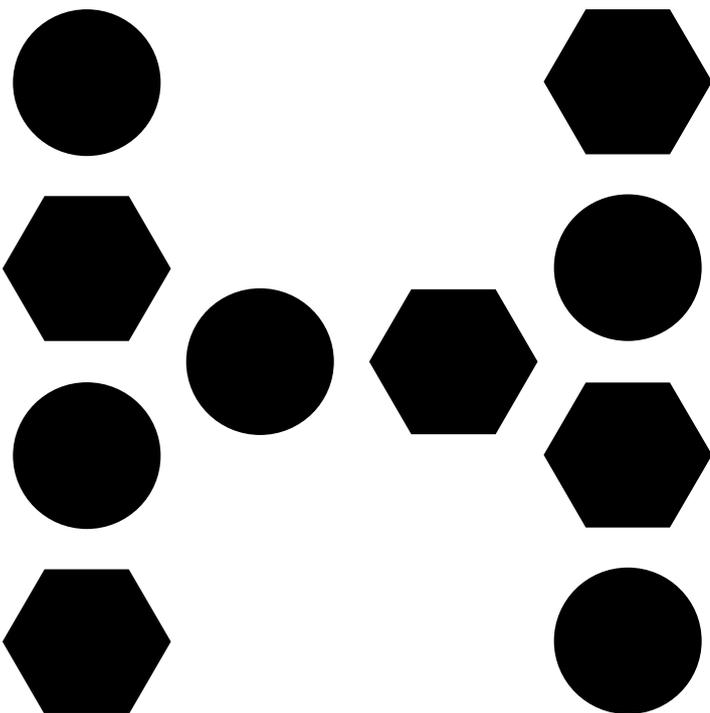


# Supplier Code of Conduct



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## Introduction

### Background

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 sustainable development.

Hexatronic Group 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
- the UN Convention against Corruption.

We also support and contribute to the UN's Sustainable Development Goals – Agenda 2030.

### Expectations

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

The supplier is expected to self-monitor and demonstrate compliance with these Supplier Code of Conduct and attend any related training provided by Hexatronic Group. Supplier shall ensure that these Supplier Requirements are cascaded to its suppliers and sub-suppliers.

Furthermore, we expect our suppliers to provide any supporting documentation to enable Hexatronic Group to perform and complete supply chain due diligence, including disclosure of information from subcontractors. Hexatronic Group can audit or inspect the suppliers or sub-supplier's facilities to confirm compliance.

### Infringement

Should the supplier identify any breaches of our Supplier Code of Conduct within their activities, whether involving a subcontractor or Hexatronic Group, they are obliged to inform us immediately. This transparency is essential for maintaining a strong partnership with the supplier and upholding the high standards that Hexatronic Group aims to achieve in all aspects of its operations.

Use the following link to report any infringements:

<https://report.whistleb.com/en/hexatronic>.

## Human rights

- The supplier shall support, and respect internationally proclaimed human rights. The supplier should ensure no involvement, whether directly or indirectly, in human rights violations.
- The supplier is expected to conduct their own Human Rights Due Diligence assessment and follow the OECD Due Diligence Guidance.

## Modern slavery

- The supplier shall not use any form of slavery which entails forced labor, human trafficking or non-volitional labor of any kind. Employees should be free to leave their workplace at the end of the day and end their employment after a reasonable notice period in line with applicable laws or contracts.
- Employees should not be forced to deposit money or identity documents with their employer.
- Suppliers, or their recruitment agencies, shall not engage in or tolerate excessive recruitment fees or cash deposits.

## Child labor

- The supplier shall not use any form of child labor and shall work to prevent all forms of child labor. 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.
- Employees under the age of 18 shall not work night shifts, nor in hazardous conditions or work that is incompatible with the employee's personal development (their health, physical, mental, spiritual, moral, or social development).

## Rights at work

### Fair employment conditions

- The supplier shall ensure that all employees are treated respectfully and with dignity. All types of discrimination are prohibited, such as discrimination due to skin color, gender, sexual orientation, civil status, pregnancy, parenthood, religion, political opinion, nationality, ethnicity, belonging to an indigenous population, disability, age or union membership.
- The supplier shall have routines to maintain fair employment conditions. The supplier shall offer its employees good terms of employment. Employees with the same qualifications, experience and abilities shall receive equal pay for equal work.
- Conditions shall be fair and reasonable and shall meet applicable laws or industry standards, whichever are the stricter. Working hours shall 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.
  - The supplier shall not pay deductions as a disciplinary measure.
  - The supplier shall pay a living wage, which shall always be enough to meet basic needs and to provide some discretionary income.
  - Corporal punishment, physical or verbal abuse, or any other form of threat or harassment shall not be allowed.
  - The supplier shall 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. Workers' representatives should be allowed to carry out their representative functions in the workplace.
- All workers shall be provided with written and understandable information about their employment conditions, including wages, before they enter employment.

### **Good working environment**

Employee health and safety is a high priority in all operations and projects run by Hexatronic Group. 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 all employees appropriate health and safety information, training and protective equipment. Health and safety training shall be regular and repeated. There shall be fire protection, first aid equipment, the ability to evacuate buildings safely, and correct handling and labeling of chemicals and machinery.
- The supplier should have a system for reporting accidents and near accidents. Adequate activities shall be taken to prevent accidents and injuries.
- Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided. Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.
- The supplier shall assign responsibility for health and safety to a senior management representative.

### **Anti-corruption and sanction compliance**

Hexatronic Group makes decisions regarding purchasing and choice of suppliers objectively, and with the company's best interests in mind. Hexatronic Group does not tolerate any form of corrupt behavior.

- The supplier may not directly or indirectly, participate 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 to generate or reward inappropriate conduct to achieve commercial or personal advantages.
- Suppliers or sales personnel proven to attempt to influence Hexatronic Group's purchasing decisions improperly risk being excluded from any future business with the company.
- Suppliers shall not engage in any business with natural persons or companies covered by sanctions imposed by the EU, UN or the US.