

**Code of Conduct**  
*for suppliers*

Sundström Safety AB has helped to protect and improve people's health for almost 100 years. We design and manufacture world-class respiratory protective equipment that offers a high level of protection, the greatest possible comfort and a long service life.

At Sundström Safety AB, we believe it is important to maintain high ethical standards and to comply with the relevant laws and regulations in our business.

**We take responsibility for our actions** and we expect our suppliers to do the same. This supplier code of conduct describes our fundamental requirements in areas such as working conditions, human rights, the environment and business integrity. It is based on the UN Global Compact. Sundström Safety AB expects its suppliers to implement and follow the guidelines in this code of conduct or to have similar guidelines in place that are followed in their companies.

Sundström Safety AB will continuously assess suppliers' compliance with this code of conduct.

By playing an active role in the areas covered by this code of conduct, Sundström Safety AB and its suppliers can contribute to good working conditions, ensure greater respect for human rights, reduce the impact on the environment and the climate and do business ethically.

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Approved by:

Jonas Dahlman  
CEO





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# I. Sundström Safety AB's code of conduct for suppliers

## 1.1 General information

The Sundström Safety AB's (hereafter referred to as Sundström) code of conduct lays down requirements for suppliers and is based on the UN Global Compact, the UN Guiding Principles for Business and Human Rights and the OECD Guidelines for Multinational Enterprises as well as other international standards, norms and guidelines.

Sundström requires its suppliers to follow this code of conduct or to have similar guidelines in place that have been agreed with Sundström.

## 1.2 Compliance with laws and regulations

Sundström expects its suppliers to meet the requirements in this code of conduct. Suppliers shall comply with all the relevant laws, rules and regulations in the countries where they do business.

If the provisions of laws, regulations or rules in areas where a supplier does business are stricter than the guidelines in this code of conduct, the stricter require-

ments shall be followed. If there is a conflict between this code of conduct and a mandatory local regulation, the local regulation shall take precedence.

Sundström expects the supplier to inform about any conflicts between this code of conduct and relevant laws and regulations.

## 1.3 Commitment to continuous improvement

Sundström acknowledges that its suppliers are at different stages of development. If Sundström discovers that a supplier is failing to meet the requirements and expectations of this code of conduct, Sundström can offer guidance about the measures that need to be taken and the improvements that should be made. The supplier can then take corrective measures and commit to introducing improvements.

## 1.4 The consequences of violation

If the supplier becomes aware of violation from this code of conduct in its business or among its suppliers, the supplier shall inform Sundström. Depending on the severity of the violation, Sundström is entitled to request that action plans are made and to require the supplier to take appropriate measures.



An ongoing failure to follow Sundström's code of conduct or a repeated and unwarranted refusal to provide the necessary information can result in Sundström ending the business relationship.

## 1.5 Audits and openness

### 1.5.1 General information

Sundström shall have the right to carry out regular, systematic audits to identify and assess the risks and consequences involved in this code of conduct.

Sundström also expects its suppliers to carry out appropriate audits of their own businesses and supply chains.

### 1.5.2 Areas affected by conflict and other high-risk regions

Suppliers shall assess whether their own businesses or supply chains are located in or buy products from areas affected by conflict and other high-risk regions. If this is the case, the supplier shall take the right measures to suit the specific circumstances. Suppliers shall inform Sundström of any risks of this kind.

## 1.6 Management system and monitoring

Suppliers shall have appropriate management systems and checks in place to ensure compliance with Sundström's code of conduct or other similar guidelines that have been agreed on. The functionality and quality of each supplier's management system should be in proportion to the size, complexity and risk environment of its business. Suppliers shall ensure that their own suppliers follow the code of conduct or, where appropriate, their own equivalent code of conduct and monitor them.



## 2. Human rights and labour rights

### 2.1 General information

Suppliers shall support and respect human rights and have procedures in place for ensuring compliance with the UN's Universal Declaration of Human Rights.

The requirements in this code of conduct concerning suppliers' personnel apply to all of suppliers' workers. This includes direct workers and also temporary workers, migrant workers, students and contractors. All workers shall have the right to enter into and to terminate their employment freely.

### 2.4 Child labour and young workers

Suppliers shall not be involved in or benefit from any form of child labour. If the use of child labour is discovered, an action programme shall be introduced.

Suppliers shall not employ children who are either under the minimum age for employment or under the age for completing compulsory education in the country in question. Suppliers shall not employ people under the age of 18 to carry out work which is considered to be dangerous under national law.

### 2.6 Modern slavery and forced labour

All forms of modern slavery are unacceptable. Sundström, its suppliers and other business partners shall not be involved in or benefit from any form of forced labour. This means that Sundström and its suppliers shall not restrict workers freedom of movement, for example by requiring them to hand over their identity documents and/or passports, withholding their payment, behaving violently, exposing them to other forms of abuse or to violating working conditions.

### 2.7 Working conditions

#### 2.7.1 Working hours

Suppliers shall ensure that normal working hours and overtime are within the limits permitted by the relevant laws and regulations or agreed in collective agreements.

#### 2.7.2 Employment contracts, wages, annual leave and benefits

Suppliers shall ensure that their workers have valid employment contracts. They shall pay their workers reasonable wages, including benefits, which are high enough to give them and their families a good quality of life. The workers income shall meet the requirements of the relevant laws and/or collective agreements.

### 2.8 Work environment

Suppliers shall ensure that there are adequate safety procedures in the workplace, that workers are protected from health and safety risks and that the applicable requirements concerning the work environment are met.

All work shall be preceded by and be based on documented risk management activities with implemented controls. This includes physical, social and organisational risks.

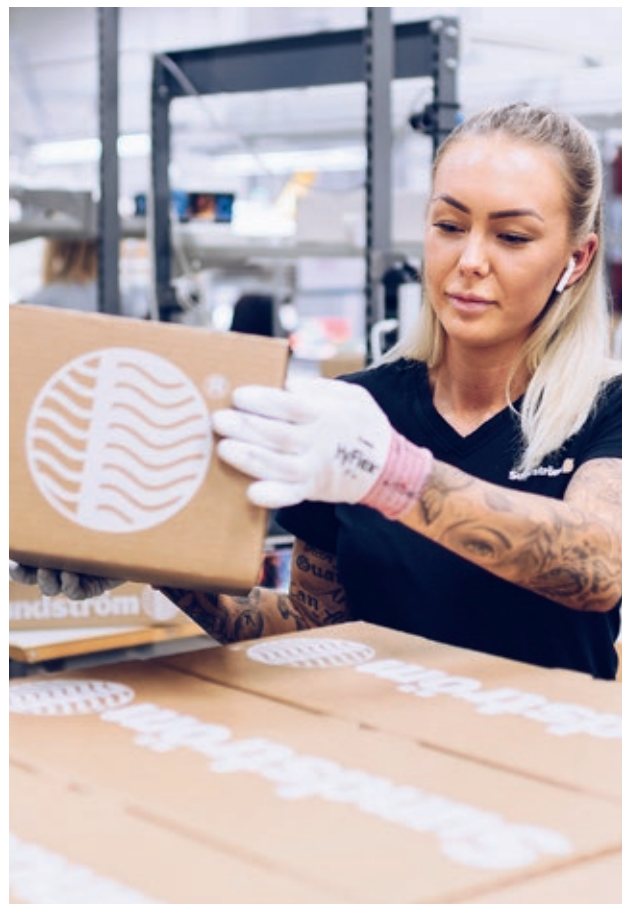
### 2.9 Freedom of association and the right to collective bargaining

Suppliers shall recognise and respect individuals' right to organise themselves and to hold collective bargaining, if they wish to do so.

In situations where the right to freedom of association and collective bargaining is restricted by current laws and regulations, Sundström expects the supplier to permit alternative forms of worker representation.

### 2.10 Non-discrimination

Suppliers shall not apply any form of discrimination in their employment practices. Grounds for discrimination that are not permitted include, but are not restricted to: race, colour, gender, age, language, nationality or national origins, religion, ethnic or social origin, caste, economic factors, disability, pregnancy, membership of an indigenous people, trade union affiliation, political views or sexual orientation.





## **3. The environment**

### **3.1 General information**

Suppliers shall take active measures to reduce their environmental impact. An absolute minimum requirement is that suppliers comply with the relevant regulations concerning chemical substances and waste, for example.

### **3.2 Environmental legislation**

Suppliers shall ensure that they have and maintain all the necessary licences. Suppliers shall fulfil the business and reporting requirements relating to these licences.

### **3.3 Environmental protection**

Suppliers shall make effort to avoid or reduce the waste and emissions caused by their business activities.

Suppliers shall use hazardous substances in a responsible way and, wherever possible, replace hazardous substances with equivalents that are less hazardous.

### **3.4 Environment management system**

Suppliers whose business has an impact on the environment shall have a structured, systematic approach to managing environmental issues, which includes introducing an appropriate management system to improve their environmental performance, setting targets and follow-ups.



## 4. Business ethics

Suppliers shall conduct their businesses in accordance with relevant national and international legislation and follow internationally agreed regulations on business ethics.

## 5. Combating corruption

Suppliers shall oppose all forms of bribery, money laundering, blackmail and embezzlement. They shall not take part in or tolerate any of these activities. Suppliers shall not offer or accept any benefits or other means in order to obtain an improper or inappropriate advantage.

## 6. Competition law

Suppliers shall comply with all the relevant laws and regulations, including the obligation not to disclose commercially sensitive or strategic information. If suppliers intend to enter into an agreement with one of Sundström's competitors, Sundström shall be informed about any partnership of this kind.

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Signature

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Company

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Date

## 7. Protecting intellectual property rights and confidential information

Suppliers shall respect Sundström's intellectual property rights and protect sensitive information from misuse, theft, fraud and unauthorised disclosure.

## 8. Reporting irregularities to Sundström – whistleblowing

It is very important that Sundström is made aware of any violation of this code of conduct. If suppliers, their workers, their contractors or any other stakeholders in the context of the relationship between suppliers and purchasers believe that the code of conduct is not being followed or that Sundström is not acting in accordance with its own code of conduct, Sundström encourages them to report this to Sundström's HR department by using the email address [work@srsafety.se](mailto:work@srsafety.se) or by calling +46 (0)10 484 87 00.

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Name clarification

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**Sundström** 