



## CODE OF CONDUCT FOR SUPPLIERS

Dematek AB (Dematek) is committed to conducting legal and ethical business operations in every country where we operate. Therefore, Dematek has adopted this Code of Conduct for its suppliers.

### Compliance with Laws

All suppliers must comply with all applicable laws, regulations and directives within the EU and Sweden. This Code of Conduct does not replace or override existing laws and regulations but establishes a minimum standard of behavior that the supplier is expected to follow

### Prohibition of Corrupt Practices

Dematek expects its suppliers to act in a lawful and ethically responsible manner when conducting business, and to take measures to prevent and detect all forms of extortion, bribery, money laundering, and other illegal, unethical, or fraudulent activities. Distributors must not offer, give, promise, or approve any form of improper payment, bribe, gift, loan, fee, reward, or other transfer of value to any government official, employee, or any other person or entity in order to obtain an unlawful or improper business advantage or to unduly influence any decision related to Dematek's operations; nor may the distributor receive or accept any offer of anything that could be defined as a bribe or similar under applicable law.

### Labor Rights and Human Rights

Suppliers to Dematek shall respect and adhere to fundamental human rights and international labor standards as outlined in the United Nations Declaration of Human Rights and the International Labour Organization's (ILO) core conventions, and shall not engage subcontractors who violate these standards.

This includes, for example:

- **Child Labor:** Dematek does not accept child labor in any form. Unless local legislation stipulates a higher age limit, no person shall be employed who has not completed compulsory primary education or is under the age of 15 (or 14 if permitted by national law).
- **Forced or Involuntary Labor:** Dematek does not accept forced labor. This includes slavery, forced prison labor, or any work performed against a person's will or without their voluntary consent.
- **Non-Discrimination:** Dematek does not accept discrimination based on gender, race, religion, age, disability, sexual orientation, nationality, political opinion, union membership, social or ethnic origin.
- **Equal Opportunity:** Dematek's suppliers shall value diversity and promote fair treatment and equal opportunities in recruitment, compensation, training, and promotion of employees regardless of race, religion, political opinion, gender, age, nationality, sexual orientation, marital status, or disability.
- **Harassment and Abuse:** Dematek does not accept corporal punishment or physical, sexual, psychological, or verbal harassment or abuse.
- **Freedom of Association:** Dematek's suppliers shall respect employees' rights to freely associate and form trade unions. All employees shall have the right to exercise their legal right to form, join, or refrain from joining trade unions. It is also unacceptable to take disciplinary or discriminatory action against workers who organize or join an organization to peacefully advocate for their rights.



Suppliers to Dematek shall work to:

- ensure access to safe drinking water and sanitation facilities for all employees,
- provide hygiene facilities such as handwashing and safe waste disposal systems in the workplace,
- take measures to promote WASH standards throughout the value chain, including subcontractors and affected communities.

### Work Environment Responsibility

The supplier is responsible for the work environment of both its own and hired personnel. This includes, among other things, ensuring that personnel receive the necessary introduction, instructions, and information required for their tasks. The supplier is also responsible for ensuring that both its own and hired personnel are covered by accident insurance.

The supplier shall have a health and safety management system that enables continuous monitoring and improvement of the work environment. The preferred standard is ISO 45001 certification.

The supplier is responsible for ensuring that its own and its subcontractors' work and tasks are carried out in the most work environment-friendly manner possible.

### Trade Compliance

The supplier certifies that no products or components sold to Dematek, and which Dematek resells, originate from Russia, the Republic of Belarus, Crimea, parts of Ukraine not controlled by the Ukrainian government, North Korea, Syria, Afghanistan, or Iran.

Furthermore, the European Union, EU member states, the United States, the United Kingdom, and the United Nations, among others, have imposed restrictions on the sale and delivery of certain products to specific countries, organizations, sectors, individuals, or entities, as well as complete bans on conducting business with certain individuals and entities (i.e., economic sanctions / asset freezes). The supplier shall comply with all international trade sanctions issued by the UN, EU, US, or UK authorities, and must not, directly or indirectly, engage in business with entities or individuals subject to applicable economic sanctions.

### Regulatory Compliance, Sustainability, and Quality

The supplier shall have a quality management system aligned with the requirements of the current ISO 9001 standard and relevant to the supplier's operations. The preferred level is ISO 9001 certification.

The supplier shall have an environmental management system that enables continuous monitoring and improvement of the company's environmental impact. The preferred level is ISO 14001 certification.

The supplier is responsible for ensuring that its own and its subcontractors' work and tasks are carried out in the most environmentally friendly manner possible.

The supplier is responsible for ensuring that delivered products/goods/chemicals comply with the latest applicable regulations and directives within the EU and Sweden that pertain to the products/goods/chemicals, such as the Machinery Regulation, REACH, PFAS, POPs, SCIP, RoHS, Conflict Minerals, and is responsible for staying updated on these.

The supplier is responsible for registering products or components affected by SCIP in the SCIP database and for informing Dematek of which products and goods are affected for each order, as well as providing the necessary information about them.



Upon request, the supplier shall be able to provide Dematek with documentation related to the origin of so-called conflict minerals (Tin, Tungsten, Tantalum, Gold, Cobalt, Mica, Copper, Graphite, Lithium, Nickel, and other minerals) in the form of CMRT ([Conflict Minerals Reporting Template](#)) and EMRT ([Extended Minerals Reporting Template](#)).

The supplier is responsible for providing, upon request, information about the substances contained in the products sold to Dematek. In such cases, Dematek expects a response within 10 working days.

### Greenhouse Gas Emissions

Dematek is working to reduce its greenhouse gas (GHG) emissions and is in the process of setting approved targets through the Science Based Targets initiative (SBTi).

The supplier is responsible for calculating and, as far as possible, working to reduce its GHG emissions and for providing Dematek with relevant documentation upon request. Such documentation may include information on:

- The weights and material composition of delivered products/goods.
- Packaging materials and their respective weights.
- Energy usage (electricity and fuel) of products throughout their lifecycle.
- Waste and recycling information related to the products/goods.
- Waste collection (quantities and GHG emissions converted to CO<sub>2</sub> equivalents).
- Transportation (distance, mode of transport, and GHG emissions converted to CO<sub>2</sub> equivalents).

### Product Information and Conditions

The supplier is responsible for informing Dematek's Project Manager/service management and the customer's coordination representative of any risks that may arise from the work being performed.

The supplier is responsible for ensuring that the necessary competence, authorizations, and certifications are in place for the work performed, the products delivered, and the equipment used.

### Compliance with the Code of Conduct

If the supplier becomes aware of a potential violation of this Code of Conduct, the supplier shall immediately notify Dematek in writing and take all necessary actions to remedy the situation, including but not limited to ceasing unauthorized activities and fully cooperating in any related investigations.

The supplier understands that compliance with this Code of Conduct is of utmost importance to Dematek, and that Dematek has the right to terminate the agreement with immediate effect if the supplier fails to fulfill its obligations under this Code.