



CODE OF CONDUCT

FOR SUPPLIERS

INTRODUCTION

HighTech Nordic AB is a technology company committed to high standards of business ethics and sustainability. Our Supplier Code of Conduct is based on the UN Global Compact's ten principles and expresses the expectations we hold for our suppliers.

We encourage our suppliers to establish their own codes of conduct based on similar standards and to flow down these standards to all persons and entities supplying goods or services to HighTech Nordic.

We also expect that our suppliers will, upon receiving reasonable notice, give HighTech Nordic access to relevant premises and documentation to verify compliance with the Supplier Code of Conduct.

If a supplier fails to meet our expectations as set out in the Supplier Code of Conduct, HighTech Nordic's general approach is to encourage improvement. Critical deviations or repeated unwillingness to make improvement may jeopardize the supplier's relationship with HighTech Nordic.

1. COMPLIANCE WITH LAWS

The supplier must operate in full compliance with all laws and regulations applicable to its business.

2. LABOUR STANDARDS

Minimum age requirements

The supplier must not engage in, or benefit from, the use of child labour, in accordance with the ILO convention 138.

Freedom of association and collective bargaining

HighTech Nordic expects the supplier to respect the right of employees to freely associate and bargain collectively.

Wages and working hours

HighTech Nordic expects the supplier to compensate employees fairly and, as a minimum, to comply with legal minimum standards. Working hours shall comply with national laws.

Non-discrimination

HighTech Nordic expects the supplier to make decisions on hiring, promotion, development and compensation based on the employees abilities and skills related to the job. These decisions must never be based on irrelevant factors such as gender, age, ethnic or national origin, religion, disability, sexual orientation, union membership or political affiliation.

Modern slavery

The supplier must not engage in modern slavery related activities, such as using force, threats or deception to get a person to work; destroying or otherwise denying access to an employee identity or immigration documents; charging employees recruitment fees; and failing to provide an employment contract.

Health and safety standards

HighTech Nordic expects the supplier to ensure that its employees are offered a safe and healthy working environment. Adequate health and safety policies and procedures shall be established and followed.

3. ENVIRONMENT

Management

HighTech Nordic expects the supplier to reduce negative environmental impact through a proactive and systematic approach and responsible management.

Resource efficiency

HighTech Nordic expects the supplier to use energy efficient and recyclable design and strive to minimise waste of all types. In areas vulnerable to a scarcity of freshwater, suppliers are expected to establish plans for how to reduce the use of freshwater in operations.

Sustainable technologies

HighTech Nordic expects the supplier to encourage the development and use of sustainable technologies, e.g., to choose sustainable effective technologies and components in their own production processes and strive to increase the use of technologies that reduce the environmental footprint.

Climate

If energy consumption or transportation is a significant environmental aspect of the supplier operations, HighTech Nordic expects the supplier to measure greenhouse gas emissions and have targets and plans to reduce those emissions.

Hazardous substances

HighTech Nordic expects the supplier to identify and phase out hazardous substances in products and operations and ensure proper treatment of emissions generated from operations.

4. BUSINESS ETHICS

Anti-corruption

The supplier must refrain from all forms of corruption, extortion and bribery, and specifically ensure that all payments or other benefits offered or made to public officials, private sector employees or any other party comply with applicable anti-corruption laws and regulations.

Conflict of interest

HighTech Nordic expects the supplier to avoid all conflicts of interest or situations giving the appearance of a potential conflict of interest in its dealings with HighTech Nordic. The supplier is expected to report any situations of actual or potential conflicts of interest between personal interests and the interests of HighTech Nordic.

Business courtesies

HighTech Nordic expects the supplier to compete on the merits of its products and services. The exchange of business courtesies may not be used to gain an unfair competitive advantage. The supplier must ensure that the offering or receipt of any gift or business courtesy is permitted by law and regulations, does not violate the rules of the recipient organisation, and is consistent with reasonable marketplace customs.

5. INFORMATION PROTECTION

HighTech Nordic expects the supplier to properly handle sensitive information, including confidential, proprietary and personal information. Information should not be used for any purpose other than that for which it was provided. The supplier must respect the intellectual property of HighTech Nordic and others.

6. TRADE COMPLIANCE

Export control

The supplier must ensure that its business practices are in compliance with applicable laws and regulations governing the export, import and retransfer of products, components, software and technical data and assistance. The supplier shall provide truthful and correct restriction information and is expected to adhere to applicable embargoes and sanctions aimed at maintaining or restoring peace and security.

Conflict minerals

HighTech Nordic expects the supplier, where applicable, to exercise reasonable due diligence concerning its use of conflict minerals and the source of these minerals and to respond in a timely manner to HighTech Nordic request for information on these activities and findings.

HighTech Nordic AB

We welcome any questions regarding this Code of Conduct.

Contact us at: info@hightechnordic.com | www.hightechnordic.com

DOCUMENT CONTROL

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