



HAMMARPRODUKTER'S CODE OF CONDUCT

for suppliers and partners

Version 2025-08

Code of conduct for suppliers and partners

AB Hammarprodukter wants to contribute to the sustainable development of society and we support and have respect for international human rights.

Our goal is to achieve long-term relationships, mutual development, active dialogue and collaboration. Our relationships with one another, with customers, suppliers, contractors and other stakeholders should be characterised by customer focus, trustworthiness, health and innovation. Ethical and respectful conduct and good business practices are essential to our business and our profitability and lay the foundation for an inclusive corporate culture.

Through our code of conduct, we want to clarify our common principles for sustainable, ethical cooperation, focusing on quality, human rights, anti-corruption, business ethics, the environment, working conditions and diversity.

As a supplier or partner, you play a crucial role in putting these values into practice. As our supplier or partner, you are expected to comply with our code of conduct and to act in accordance with these guidelines. You will thus be helping to engendering long-term trust and a positive influence, both in our business and in society as a whole.

If you notice something that is not in line with our principles, we encourage you to report it. That is an important step in our joint responsibility.

Thank you for being part of our work for a more sustainable future.

Hammarprodukter's code of conduct is based on our values and on the following guidelines:

The UN Guiding Principles on Business and Human Rights

The UN Global Compact

The ILO's eight core conventions on human rights at work, ISO 14001, ISO 9001 and ISO 45001

AB Hammarprodukter wants to help achieve a better environment and living conditions for all people, while at the same time running a profitable business. We comply with this code of conduct and we expect our partners' businesses to conform to principles that are consistent with this code of conduct.

Laws and ordinances

Hammarprodukter complies with the laws and regulations applying to our business and we require our partners to act in the same way. If any requirement in our code of conduct is in breach of any legislation, the legislation takes precedence. However, if the code of conduct contains a stricter requirement than the legislation, the code of conduct takes precedence.

Hammarprodukter complies with the UN Global Compact, which includes ten principles on human rights, labour law matters, protection of the environment and combating corruption. The ILO's core conventions, competition law and anti-corruption provisions. We also comply with the EU REACH Regulation (EC 1907/2006) and the EU RoHS II Directive (2011/65/EU)

Environment

Business partners must work to reduce their negative impact on the climate and the environment both in their own businesses and throughout their value chain. We encourage you to work on matters that are particularly relevant to you and where your business has the greatest impact on your surroundings.

Prohibition of child labour

Hammarprodukter does not accept any form of violence, coercion or exploitation of children. Business partners must comply with the UN Convention on the Rights of the Child and the ILO Convention on the Minimum Age. For employees under the age of 18, there must be special rules regarding hazardous work that can be harmful to their health, safety, well-being and development. All children must be protected from being financially exploited, from carrying out work that could harm them or that could lead to lower attendance at school and training.

Forced labour

Hammarprodukter does not accept any form of forced labour, slave labour, trafficking or non-voluntary labour. That includes contracts under coercive conditions and illegal employees. All work carried out must be based on a recognised employment relationship in line with the provisions established in local law.

Ethical conduct

We expect business partners' businesses to be run in an ethical manner and to comply with rules and regulations governing international trade, with respect for intellectual property rights and protection of confidential information from theft, fraud and inappropriate disclosure.

Hammarprodukter does not accept any form of fraudulent conduct such as extortion, embezzlement or corruption. We do not accept any form of bribery, gifts or other benefits that could be considered to affect the objectivity of a business contact or a decision by a government agency.

Personal data

As the data controller, Hammarprodukter assumes responsibility for ensuring that personal data processed is used only for its intended purposes and is protected against unauthorised access. Our objective is for you to feel confident that your personal privacy is protected and respected and that your personal data is processed correctly. We apply appropriate technical and organisational security measures in order to protect personal data against loss, misuse and unauthorised access, etc. We may disclose personal data to personal data processors and other companies within the group for business purposes as part of our normal business. In such cases, we will require a data processing agreement.

Discrimination

Business partners must respect the equal value of all people. We must combat all forms of discrimination. All employees have a right to be treated with respect and with consideration for everyone's legitimate need for privacy, regardless of gender, age, religion, origin, social background, disability, ethnic origin, nationality, membership of trade unions or other legitimate organisations, political affiliation or opinions, sexual orientation, marital status or other differences.

Freedom of association and the right to collective bargaining

All business partners must protect the right to freedom of association. Workers must be able to exercise these rights without hindrance and without risking harassment and reprisals. The employees' right to organise and join any employee organisation must be respected and collective agreements signed must be observed.

Conflict minerals

Gold, tantalum, tin and tungsten are minerals that have been defined as conflict minerals because part of their extraction takes place in areas affected by conflict or under difficult working conditions. Hammarprodukter does not purchase conflict minerals for our production and our products contain no conflict minerals.

Healthy and safe working conditions

Business partners must work to achieve a healthy working climate in which everyone can feel safe in a secure, healthy work environment. Employees' rights in accordance with law and collective agreements must always be respected. All employees must be provided with information on their rights and obligations such as working hours, salaries and benefits. All employees must be aware of the terms of their employment and must have a written employment contract.

Guidelines, monitoring and reporting

The slightest suspicion of non-compliance with this code of conduct must be reported to Hammarprodukter.

Supplier/partner

Hammarprodukter

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Place & Date

Place & Date

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Name & Title

Name & Title

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Signature

Signature