

Code of Conduct

for suppliers and business partners

Purpose and Scope

This Code of Conduct applies to all suppliers, subcontractors, agents, distributors and other business partners who provide goods or services to Unaro Nordic or act on our behalf. We expect external parties to adhere to these principles and ensure compliance throughout their value chains.

Guiding Principles

Suppliers must comply with applicable laws and regulations, respect human rights and operate ethically, transparently and sustainably. We expect active risk identification, preventive measures and continuous improvement.

Human Rights & Working Conditions

Suppliers shall:

- **Respect for human rights:** Support and respect internationally recognized human rights; do not contribute to abuses.
- **Forced labour & human trafficking:** Prevent all forms of forced labour and trafficking; ensure labour is voluntary, without debt bondage or passport retention.
- **Child labour:** Prevent child labour in line with ILO standards; minimum age 15, and 18 for hazardous or particularly demanding tasks.
- **Non-discrimination & respectful workplace:** Ensure that discrimination and harassment do not occur; promote inclusion and equal opportunities.
- **Working conditions:** Provide fair and lawful terms, wages and safe working hours, breaks and rest; respect freedom of association and collective bargaining; ensure compliance with occupational health and safety legislation at all work sites..

Health and Safety

Suppliers must provide a safe and healthy work environment and proactively prevent accidents, near-misses and ill-health.

- Follow safety procedures and relevant standards; train staff in safety and risk management.

- Ensure access to personal protective equipment and its correct use.
- Maintain zero tolerance for illegal drugs in the workplace; manage alcohol policies to avoid safety or quality impacts.
- Document and report incidents and implement corrective actions.

Environment & Sustainability (ESG)

Suppliers must:

- Apply the precautionary principle where environmental risks are identified.
- Systematically reduce environmental and climate impacts, including energy and resource use, emissions, waste and water; promote efficient logistics and material flows.
- Encourage circular flows, material recycling and innovations that reduce environmental impacts.
- Set relevant environmental and climate targets; measure and report progress when requested.
- Comply with environmental laws, permits and industry standards.

Business Ethics, Anti-Corruption & Competition Law

- **Zero tolerance for corruption:** Bribery, improper advantages, facilitation payments and extortion are prohibited.
- **Gifts & hospitality:** Must not aim to influence—or be perceived as influencing—business decisions; apply transparency and proportionality.
- **Fair competition:** Suppliers must comply with competition and procurement laws; price-fixing, market sharing, customer allocation and unlawful information exchange are prohibited.
- **Sanctions & export controls:** Suppliers must comply with applicable sanctions, embargoes and export controls and ensure compliance in their supply chains.

Responsible Sourcing, Due Diligence & Conflict Minerals

- **Due diligence:** Suppliers must meet this Code and maintain processes for traceability, risk assessment and corrective action plans in their supply chain, including subcontractors.
- **Audit & follow-up:** Unaro Nordic may request self-assessments, documentation, audits (on-site or remote) and corrective actions. Non-compliance may lead to contractual remedies or termination.

- **Conflict minerals:** We strive for responsible sourcing of 3TG (tin, tantalum, tungsten and gold) and other high-risk materials; suppliers must avoid sources that finance conflict or human rights abuses and provide relevant documentation (e.g., CMRT or equivalent reporting)..

Expectations for Suppliers and Partners

- Adhere to this Code and relevant policies, contracts and specifications.
- Select subcontractors who share our values and requirements; promptly remediate deficiencies—or cooperation may be terminated.
- Report actual or potential breaches and material risks to Unaro Nordic, and cooperate in investigations.
- Protect Unaro Nordic’s information, IP and customer data; comply with data protection and information security rules.
- Maintain quality, delivery reliability and product/service conformity.

Reporting and Follow-up

Channels: Report suspected breaches to your Unaro Nordic contact or via the whistleblowing function. Good-faith reporting or participation in investigations must never lead to retaliation.

Consequences: For suppliers/partners, breaches may lead to corrective action plans, contractual sanctions or termination of cooperation.