

OEM'S SUPPLIER **CODE OF CONDUCT**



DEAR SUPPLIER

TO A COMPANY WITHIN THE OEM GROUP

OEM is one of Europe's leading industrial trading groups. OEM creates value for its customers by offering a broad and deep product range together with extensive technical expertise and application knowledge along with strong customer focus. The portfolio comes from leading manufacturers of products and systems for industrial applications. OEM aims to build long-term and strong relationships with its suppliers, striving to be their best channel partner in each market and to help them become leading actors in their respective target markets. With its extensive experience, deep product knowledge, expertise in applications and excellence in the sales process, OEM can provide customers with complete confidence throughout the entire process, from product development and design to purchasing, product lifecycle and aftermarket support.

This Supplier Code of Conduct defines the minimum requirements OEM expects from its suppliers and is based on the principles developed within the framework of the UN Global Compact. The Code of Conduct addresses human rights, labour rights, the environment, and anti-corruption and is part of the process of ensuring that the entire supply chain operates in a lawful, respectful, and responsible manner.

Suppliers must comply with all relevant local, national, and international laws and regulations. Sometimes, the standards in this Code of Conduct may exceed legal requirements, in such cases, the higher standard in the Code applies, unless it conflicts with local legislation. Customs or local practices shall never take precedence over legal requirements.

This Code of Conduct applies to all suppliers that OEM trades with, including subsidiaries. It also applies to all employees of the supplier, regardless of whether they are permanently or temporarily employed. OEM expects its suppliers to act in accordance with this Code of conduct and to impose similar requirements throughout their own supply chains.

HUMAN RIGHTS

OEM strives to act responsibly and is committed to implementing the UN Guiding Principles on Business and Human Rights across its value chain.

The supplier shall:

- Support and respect the protection of internationally proclaimed human rights and commit to following the UN Guiding Principles on Business and Human Rights (UNGP).
- Not be complicit in human rights abuses.
- Respect the rights of Indigenous peoples and their social, cultural, environmental, and economic interests, including their connection to land and other natural resources.

LABOUR RIGHTS

A healthy corporate culture with equal organisations and equal opportunities is a priority area for OEM.

The supplier shall:

- Uphold freedom of association in accordance with local laws, and all employees shall be free to form or join trade unions.
- Recognise the right to collective bargaining concerning employment terms and comply with local laws regarding working hours and the principle of a living wage.
- Reject all forms of forced labour or modern slavery. Employees shall have the right to terminate their employment in accordance with local legislation or employment contracts.
- Not require employees to deposit money, hand over ID documents or original documents such as educational certificates.
- Reject all forms of child labour. No person under the age of 15 (or as otherwise specified by local laws) may be employed. For particularly demanding tasks, the person must be at least 18 years old.
- Ensure that all discrimination, regardless of ethnicity, colour, gender, religion, political opinion, national origin, social background, age, disability, trade union membership, or sexual orientation, is avoided in hiring or professional activities. Any physical or mental harassment is strictly prohibited.



ENVIRONMENT

OEM supports the precautionary principle regarding environmental risks:

"Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation."

Innovative solutions that reduce environmental impact are encouraged, and suppliers should take active initiatives to promote greater environmental responsibility.

The supplier shall:

- Encourage the development and dissemination of sustainable and circular principles and apply a life cycle perspective in its operations.
- Comply with applicable local environmental legislation, including national and international laws and regulations. Where special permits are required for operations, the supplier must ensure these are obtained and maintained.
- Comply with laws governing the placing of products on the European market, such as REACH, RoHS, CMRT, and provide information on product content upon request. If products contain one or more "conflict minerals," an evaluation in accordance with the OECD Due Diligence Guidelines shall be conducted.
- Have procedures in place for the safe handling of chemicals.
- Consider air pollution, hazardous waste, water discharge, waste recycling, and waste management controls.
- Take measures to reduce their direct and indirect environmental impact and continuously monitor improvement goals. Suppliers shall strive to reduce greenhouse gas emissions and promote the use of renewable resources and fossil-free energy.



HEALTH & SAFETY

OEM expect suppliers to maintain a safe and healthy working environment for their employees. This includes, but is not limited to, the supplier shall:

- Comply with local and international health and safety regulations and actively work to prevent workplace accidents. This includes procedures to protect employees' health and safety, as well as ensuring that first aid equipment and personal protective equipment are available.
- Systematically report, investigate, and addresses all accidents, incidents, and near misses with potentially serious consequences where applicable.
- Conduct systematic fire prevention efforts and hold regular emergency drills.

ETHICAL BUSINESS PRACTICES

Suppliers are expected to conduct their business with the highest levels of integrity, fairness, and honesty.

The supplier shall:

- Work against corruption in all its forms, including bribery, extortion, and kickbacks, and proactively develop strategies and processes to prevent corruption.
- Comply with anti-money laundering laws and shall neither tolerate, facilitate, nor support money laundering.
- Support and promote fair competition and comply with applicable competition and antitrust legislation.
- Work to prevent and avoid all forms of conflicts of interest, including through internal guidelines on representation, gifts, and approval procedures.
- Comply with applicable laws, regulations, licensing requirements, boycotts, embargoes, sanctions, and restrictions concerning the import and export of goods. Accurate product information shall be provided to customs authorities and other relevant authorities.

WHISTLEBLOWER SERVICE

The supplier shall have mechanisms in place to report any violations or concerns regarding the implementation of the Code of Conduct.

OEM encourages stakeholders to report any relationships that may conflict with this Code of Conduct by using OEM's anonymous whistleblower service available at: https://whistle.qnister.com/oem

IMPLEMENTATION AND COMPLIANCE

We hereby confirm that we have received, read, and understood the content of OEM's Code of Conduct. We also confirm that our company is committed to complying with all the principles of the Code of Conduct.

We have taken the necessary measures to ensure compliance with the Code and to inform relevant employees of its content.

We allow OEM to conduct audits and evaluations of our compliance with the Code of Conduct, either through self-assessments or third-party audits. OEM will take appropriate action in response to any breaches of the Code, which may include termination of the business relationship.



ACKNOWLEDGEMENT AND SIGNATURE

By signing this document, we confirm that we have taken part in OEM's Supplier Code of Conduct, that we understand the content, and that we commit to following its principles.

Name:

Company & Position:

Company Registration Number:

Location & Date:

Printed Name:

Signature:

Read more at
oem.se/en