

AB Kontaktpressning

CODE OF CONDUCT FOR SUPPLIERS

AB Kontaktpressning are committed to being the first-choice partner for all customers looking for world class manufacturing of wire harnesses assemblies. We shall do this by providing high-quality, innovative productions methods, services and added-value solutions.

Resources shall be used in a sustainable, socially and environmentally responsible manner.

In order to build trust and confidence and to show our commitment to Company Social Responsibility (CSR) throughout the entire value chain of our operations, we ask all our suppliers to agree with our Code of Conduct for Suppliers.

The Code of Conduct for Suppliers specifies the minimum standards expected of all suppliers to AB Kontaktpressning. Within their sphere of influence, AB Kontaktpressning also expects suppliers to apply these minimum standards to their subcontractors and sub-suppliers. Furthermore, it is expected that suppliers always strive to live up to both international and industry best practices.

It is of course expected that suppliers adhere to all laws, rules and regulations in the countries where they carry out their activities. AB Kontaktpressning expects compliance with the Code of Conduct for Suppliers but recognizes that embracing these fundamental principles is dynamic rather than static process and encourages suppliers to support our mission through a never ending search to improve.

All AB Kontaktpressning employees with supplier relations are to make sure that the Code of Conduct for Suppliers is well known and understood by the suppliers.

LABOUR AND HUMAN RIGHTS

Suppliers must uphold the human rights of workers and treat them with dignity and respect as understood by the international community.

ANTIDISCRIMINATION

Suppliers shall not discriminate against any worker based on race, colour, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, national origin, or marital status in hiring and employment practices such as applications for employment, promotions, rewards, access to training, job assignments, wages, benefits, discipline, and termination. In addition, Suppliers shall not require workers or potential workers to undergo medical tests that could be used in a discriminatory way except where required by applicable laws or regulations or prudent for workplace safety.

FAIR TREATMENT

Suppliers shall commit to a workplace free of harassment. Suppliers shall not threaten workers with or subject them to harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental coercion, physical coercion, verbal abuse, or unreasonable restrictions on entering or exiting company provided facilities. Suppliers shall prohibit harassment and unlawful discrimination in the workplace.

PREVENTION OF INVOLUNTARY LABOUR AND HUMAN TRAFFICKING

Suppliers shall not traffic in persons or use any form of slave, forced, bonded, indentured,

or prison labour. This includes the transportation, harbouring, recruitment, transfer, or receipt of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation. All work must be voluntary and workers shall be free to leave work or terminate their employment with reasonable notice. Workers must not be required to surrender any government-issued identification, passports, or work permits as a condition of employment.

PREVENTION OF UNDERAGE LABOUR

Child labour is strictly prohibited. Suppliers shall not employ children and take the appropriate measures to ensure that no child labour occurs at their own place of production or operations or at their sub-contractors' place(s) of production or operations. The minimum age for employment or work shall be 15 years of age, the minimum age for employment in that country, or the age for completing compulsory education in that country, whichever is higher.

WORKING HOURS, WAGES AND BENEFITS

Suppliers shall at the least meet the local regulatory minimum requirements regarding working hours, wages and compensation. The employees shall have the right to enter into a contract of employment.

FREEDOM OF ASSOCIATION

Suppliers must respect the right of workers to associate freely with, form, and join workers' organizations of their own choosing, seek representation, and bargain collectively, as permitted by and in accordance with applicable laws and regulations. Suppliers shall protect against acts of interference with the establishment, functioning, or administration of workers' organizations in accordance with applicable laws and regulations.

HEALTH AND SAFETY

AB Kontaktpressning recognizes that integrating sound health and safety management practices into all aspects of business is essential to maintain high morale and produce innovative products. Suppliers shall commit to creating safe working conditions and a healthy work environment for all of their workers.

WORKER HEALTH AND SAFETY COMMITTEES

Suppliers are encouraged to initiate and support worker health and safety committees to enhance ongoing health and safety education and to encourage worker input regarding health and safety issues in the workplace.

ENVIRONMENTAL IMPACT

At AB Kontaktpressning, environmental considerations are an integral part of our business practices. Suppliers shall commit to reducing the environmental impact of their designs, manufacturing processes, and waste emissions.

SUBSTANCE OF CONCERN MANAGEMENT AND RESTRICTIONS

Suppliers shall comply with any applicable laws and regulations such as REACH (i) and RoHS (ii) prohibiting or restricting the use or handling of specific substances.

(i) EU Regulation concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals

(ii) Directive on the restriction of the use of certain hazardous substances in electrical and electronic equipment

POLLUTION PREVENTION AND RESOURCE REDUCTION

Suppliers shall comply with any applicable laws and regulations.

Suppliers must endeavour to reduce or eliminate solid waste, wastewater, and air emissions, including energy related indirect air emissions and substances of concern in articles, by implementing appropriate conservation measures in their production, maintenance, and facilities processes, and by recycling, reusing, or substituting materials.

ETHICS

Suppliers must be committed to the highest standards of ethical conduct when dealing with workers, suppliers, and customers.

BUSINESS INTEGRITY

Suppliers shall not violate any international anti-corruption conventions, and applicable anti-corruption laws and regulations of the countries in which they operate, and shall not engage in corruption, extortion, or embezzlement in any form. Suppliers must uphold fair business standards in advertising, sales, and competition. Suppliers are to maintain a high ethical standard, above all in accordance with this Code of Conduct for Suppliers and good business practice.

GIFTS AND HOSPITALITY

Suppliers are expected not to give or receive improper benefits or benefits that may be regarded as improper remuneration in order to obtain, retain or direct business or in order to secure any other improper advantage in the supplier's business with AB Kontaktpressning. Such improper benefits (bribes etc.) comprise cash, items, pleasure trips, extravagant meals or services of another nature.

PROTECTION OF INTELLECTUAL PROPERTY

Suppliers must respect intellectual property rights and safeguard customer information; transfer of technology and know-how must be done in a manner that protects intellectual property rights.

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