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Karolina Kamola	-----	Pierre Landgren	2023-01-23	POL-020	5

Code of Conduct for UBD Suppliers

UBD Poland Sp. Z o.o. wants to be a responsible business partner therefore we require from our suppliers that Business Proceedings were in line with the assumptions below. All UBD suppliers should be managed with respect with regards to the human rights, safety and health of human beings and the environment. The responsibility of compliance with this Code of conduct lies both on the leadership in the organization as it does on the employees. The Code of conduct gives suppliers guidance on how to behave and act in different situations. It protects suppliers and clearly states the line between correct and inappropriate behavior. We assume and expect that all UBD suppliers will respect and proceed according to the code of conduct.

UBD expect from its suppliers that all of its members and all parties in the supply chain follow the rules above and also The Code of conduct, which is based on, among others, the UNs Global Compact. The purpose is to defend human beings basic rights and to encourage a responsible approach to humans and the environment by following laws and rules and also to act with the best interest of human beings and to have a human perspective.

Human Rights

1. Supplier should support and respect the protection of internationally proclaimed human rights.
2. Supplier shall make sure that they are not complicit in human rights abuses.

Health and Safety

3. Supplier respects all law regulations concerning Health and safety within its organization

Labor environment

4. Supplier should uphold the freedom of association and the effective recognition of the right to collective bargaining
5. Supplier prohibits all forms of forced and compulsory labor such as slavery, servitude and forced or compulsory labor and human trafficking
6. Supplier prohibits all forms of child labor and young workers
7. Supplier avoids all types of discrimination, such as ethnicity, race, gender, religion, age, disability, sexual orientation, nationality, political view, union, social origin, in the recruitment process, the employment and during the employment. Physical and physiological harassment is strictly forbidden.

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8. Supplier respects all law regulations concerning labor environment covering aspects such as wages and benefits, working hours etc.

Environment

9. Supplier supports a precautionary approach to environmental challenges and should be a responsible company regarding environmental issues and strives to reduce the organizations impact on the environment. The main aspects that should be considered to support environment protection are:

- reduction of GHG emissions, energy efficiency and renewable energy.
- Reduction of activities that negatively affect the quality of water and air
- Sustainable resources management and waste reduction

10. All laws and rules regarding environment shall be obeyed. Products, materials and chemicals that are harmful to the environment and a health risk should be avoided.

11. Supplier should undertake initiatives to promote greater environmental responsibility.

12. Supplier encourages the development and diffusion of environmentally friendly technologies.

Business ethics

13. Supplier works against corruption in all its forms, including extortion and bribery.

14. Supplier care about privacy and data protection within its organization

15. Supplier adheres to the principle of fair competition and anti-trust

14. Supplier avoid any conflict of interest

15. Supplier has and follow a whistleblower policy

Chemicals and minerals

16. Supplier does not add in its Production processes any minerals or chemistry that are covered by directives such as conflict minerals, REACH, RoHS etc. (unless a notification to UBD is done before selling related goods).

If work is performed where country labor law does not apply, the working conditions shall be set according to the International Labor Organizations Eight Fundamental Conventions which are:

- Freedom of Association and Protection of the Right to Organize
- Right to Organize and Collective Bargaining
- Forced Labor Convention

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- Abolition of Forced Labor Convention
- Minimum Age Convention
- Worst Forms of Child Labor Convention
- Equal Remuneration Convention
- Discrimination (Employment and Occupation) Convention