



Code of Conduct for suppliers to SP Technical Research Institute of Sweden AB

Together with all subsidiaries, SP Technical Research Institute of Sweden AB is committed to compliance with all applicable legislation, regulations and other working environment standards, and to uphold the UN's Universal Declaration of Human rights and protect the environment. We expect our suppliers to share this commitment. This Suppliers' Code of Conduct sets out the minimum requirements that suppliers must meet to comply with our high standards.

Labour standards, including human rights

- Respect the UN's Universal Declaration of Human Rights.
- Comply with applicable legislation and sector-specific labour regulations governing working hours, including overtime legislation.
- Provide wages and benefits as prescribed by legislation prevailing in each country, including minimum wage legislation.
- Apply the principles of equal opportunity and fair treatment. Not to tolerate any form of discrimination or verbal or physical harassment of employees.
- Recognize the right of free association and collective bargaining of employees, to the extent that this is legally permitted.
- Do not tolerate any form of forced labour, including forced prison labour, bonded labour, slave labour or any form of human trafficking.
- Comply with minimum working age requirements prescribed by national legislation and international agreements.

Integrity and legal compliance

Comply with all applicable legislation and regulations, in particular:

- Keep SP's business, financial and technical data as well as business correspondence confidential.
- Do not misappropriate SP's tangible or intellectual property or that of other companies.
- Do not engage in or tolerate any form of corruption or bribery; in particular, payment, kickback or other form of benefit for the purpose of influencing decision-making.
- Conduct business in compliance with all applicable competition/antitrust legislation and regulations.
- Avoid all conflicts of interest or situations giving the appearance of a potential conflict of interest in business dealings with SP or third parties.
- All exchanges of relevant information shall be correct and not intentionally misleading.

Sustainable use of resources

- Comply with all applicable legislation, regulations and international standards relating to the protection and preservation of the environment.
- Use or establish an appropriate environmental management system to demonstrate systematic environmental improvement efforts.
- Notify SP of the most environmentally suitable products or solutions in the supplier's range.

Health and safety

- Comply with all applicable legislation and regulations governing health and safety in the work place.
- Commit to continuously improve the protection of health and safety in the work place.
- Use or establish an appropriate management system for health and safety in the work place.

Supply chain

- Encourage the supplier's own suppliers and sub-contractors to comply with the principles of this Suppliers' Code of Conduct.