



AXELENT's mission is to ensure people's safety through safety solutions for the entire workplace, our approach to sustainability is an important part of the success of our company. We believe in developing, producing, distributing products and services in a responsible and sustainable manner. Our Suppliers play an important role in our sustainability journey and we cannot succeed without our partners and suppliers in the value chain. In our vision to create the worlds' safest working environment, we therefore need all Suppliers full commitment to support us, and we strive to promote common values and priorities throughout the supply chain.

## **LEGISLATIVE COMPLIANCE**

All suppliers must comply with existing laws and regulations in the countries where they operate. If there are differences between the stipulations of this Code of Conduct and national law, the Supplier must comply with the higher requirement. The requirements of this Code of Conduct may extend beyond national law.

## **SOCIAL RESPONSIBILITY**

### **Human rights:**

Fundamental human rights shall be understood and respected and shall apply equally to all employees.

### **Child labour:**

The Supplier must comply with the UN Convention on the Rights of the Child and the ILO Conventions 138 and 182.

### **Forced labour and modern slavery**

Forced labour or any form of involuntary work shall not occur within the organization. All work should be done voluntarily, and the employee should be entitled to terminate his or her employment after a reasonable period of notice. Supplier shall not engage in or tolerate restrictions of movement, confiscation of identity documents and/or passports, withholding of wages, abusive working conditions, violence or any other kind of exploitation or abuse.

### **Contract of employment**

All employees shall have an individual employment contract that clearly states the terms of their employment and is written in their native language.

### **Wages and working hours**

All employees shall be paid at least a statutory minimum wage, customary industry wages or collectively bargained agreements. The alternative that gives the employee the highest wage shall apply. Regular work hours and overtime hours shall comply with national and international laws and industry standards in effect at the time.

### **Freedom of association and free collective bargaining**

The organization guarantees all employees the right to freedom of association and collective bargaining, free from any threat of reprisal or retaliation. Where local law sets restrictions on the right to freedom of association and collective bargaining, Supplier shall allow alternative forms of worker representation, association and bargaining.

### **Anti-discrimination**

No discrimination based on nationality, skin colour, pregnancy, religion, caste, ethnicity, race, gender, age, marital status, sexual orientation, illness, disability or trade union or political affiliation shall occur relating to recruitment, remuneration, promotion, task assignment, competence development or termination.

### **Harassment**

No form of harassment, abuse or threats shall occur within the organization.

### **A healthy and safe workplace**

All employees shall be ensured a healthy and safe working environment. This means that employees shall be protected from an environment that could have a negative impact on their physical and/or mental health. The Supplier shall regularly monitor the workplace environment and take any remedial actions necessary.



## **ENVIRONMENTAL RESPONSIBILITY**

Axellent expects its Suppliers to reduce their negative environmental impacts by protecting the environment, conserving natural resources, and continuously striving towards using the resources efficiently and reducing the environmental footprint. The Supplier shall comply with all environmental legislation within its operations.

The Supplier shall have procedures in place for identifying, monitoring, and evaluating environmental impacts to enable continuous environmental performance improvements to be made in the areas of sourcing, purchasing, manufacturing, transportation, use and end of life treatment and final disposal. The Supplier shall support the precautionary principle regarding environmental risks.

## **BUSINESS ETHICAL RESPONSIBILITY**

The AXELENT Group has zero tolerance towards all forms of unethical business behaviour.

In accordance with international and national laws, as well as generally accepted business practices, the Supplier shall not tolerate or participate in bribery, corruption and/or other unethical and corrupt business practices.

The Supplier shall comply with applicable tax laws and national and international tax-related guidelines.

The Supplier is expected to promote and support fair competition and an open market.

Marketing and sales activities shall be conducted in an ethically responsible manner based on the quality, performance, price and service level of the products/services as well as other relevant factors.

## **CODE OF CONDUCT COMPLIANCE**

The Supplier shall ensure compliance with the requirements of this Code of Conduct within its own Company.

The Supplier's management is responsible for ensuring implementation and compliance with the Code of Conduct, as well as for obtaining information and taking remedial action in the event of non-compliance with the Code.

The Supplier shall do its utmost and work proactively to ensure compliance with the requirements of this Code of Conduct within the Supplier's supply chain.

## **FOLLOW-UP, DEVIATION MANAGEMENT AND TERMINATION**

Compliance with the Code of Conduct is primarily based on trust and a two-way communication between the AXELENT company and the Supplier. However, if requested by the AXELENT company, the Supplier shall report how the Supplier meets the requirements of the Code of Conduct.

AXELENT reserves the right to conduct inspections and on-site audits with the Supplier's and its sub-suppliers' organizations.

In the event of failure to comply with the Code of Conduct, AXELENT may demand remedial actions.

Should the Supplier demonstrate unwillingness to comply with the requirements of the Code of Conduct, the AXELENT company may issue a warning or terminate the business relationship without incurring any liability to the Supplier or its Group.