

# Code of Conduct GIAB

## Introduction

Godsinlösen Nordic AB (GIAB) develops business models based on circular economy. By developing value chains in the circular economy together with our customers, we contribute to sustainable development. In line with sustainable development, we want to ensure that the goods and services we purchase for the company are produced under sustainable and responsible conditions. Therefore, we have drawn up a supplier code of conduct which all of our essential suppliers must sign as proof that the supplier code of conduct is complied with. This code of conduct defines a minimum level which we expect all suppliers to GIAB to live up to.

## Sustainable supply chains

The purpose of the supplier code is to ensure, through dialogue and in partnership with our suppliers, that our suppliers comply with a number of specified instruments based on the principles of the UN Global Compact, the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human rights. Suppliers are asked to take appropriate measures to ensure that the content of this supplier code is complied with and implemented, both in their own operations and in the supply chain.

Supply chains are often complex, and risk assessments regarding working and environmental conditions may differ between individual suppliers. Therefore, we work actively and systematically with control and follow-up within our supply chain to the extent that we're able to. We work to ensure that the factories where our products are manufactured meet a social and environmental standard. We require our suppliers to have good working environment conditions and follow the protection of human rights in our supplier code of conduct.

## ***Our principles for social work and human rights***

Our principles for social work and human rights are based on the UN's Universal Declaration of Human Rights, the UN's Convention on the Rights of the Child and the ILO's eight core conventions.

### **UN Universal Declaration of Human Rights (1948)**

The supplier respects internationally recognized human rights and undertakes not to cause, participate in or through its business activities to be connected to a negative impact on human rights.

### ***The International Labor Organization's (ILO) eight core conventions on basic principles and rights in working life & the UN Convention on the Rights of the Child***

#### ***No to child labor (ILO 138 & 182 and UN Convention on the Rights of the Child Article 32)***

The supplier must not participate in or support the use of child labor in accordance with international and national laws and regulations. Child labor refers to any economic activity carried out by a person of compulsory school age or younger.

#### ***Forced labor (ILO 29 & 105)***

The supplier must not be involved in, use or allow any form of forced labour. Forced labor means work that is carried out by threat of punishment or the like and that is not carried out on a voluntary basis.

#### ***No to discrimination & harassment (ILO 100 & 111)***

The supplier guarantees a work environment free from discrimination and harassment due to gender, gender identity or expression, ethnicity, religion or other belief, origin, political opinions, disability, sexual orientation or age. Discrimination means special treatment on unreasonable grounds. Harassment refers to when employees are subjected to harsh or inhumane treatment, for example,

sexual harassment and physical or psychological punishment. The supplier must work for diversity and equal opportunities in their business environment.

### **Freedom of association & collective bargaining (ILO 87 & 98)**

The supplier ensures that the right to freedom of association is maintained and recognizes the right to collective bargaining for its employees. In countries where freedom of association is limited or under development, the supplier must contribute to ensuring that all employees have a meeting with company management to discuss wages and working conditions.

### **Legislation**

The supplier must comply with laws and regulations in the country where they conduct their business.

### **Working hours and wages**

The supplier must work for living wages and must in no case pay less than the statutory minimum wage in the country. Leave, overtime compensation, sick leave and parental leave must be compensated in accordance with national legislation.

### **Good working environment (ILO 155 & 170)**

The supplier guarantees a safe, healthy and secure working environment for its employees. The workplace must be designed in a safe way, with clear escape routes, fire protection equipment and relevant protective equipment. The working environment at a workplace must be good so that employees thrive and can develop both professionally and as individuals and are not exposed to ill health or accidents. The supplier must work with preventive measures that minimize damage and health risks are taken.

### **Environment**

The supplier must comply with local and national environmental legislation in the country in which it operates. The supplier must measure its negative environmental impact and constantly work to improve its environmental performance and reduce its emissions and resource consumption. The supplier must work to incorporate the Global Goals into the business strategy.

### **UN declaration against corruption**

GIAB, as well as its suppliers, has zero tolerance towards all forms of corruption, including extortion and the giving and taking of bribes.

### **Handling of data and personal information**

GIAB and its suppliers complies with Swedish law regarding the collection and storage of personal information and sensitive data. It is therefore important to us at GIAB that our suppliers with whom we work have the same process for handling sensitive data and personal information. Personal information refers to name, address, social security number and other contact information. Sensitive data refers to information that was on the device at the time of submission, such as images, contacts, message history and more.

GIAB and our suppliers undertake to delete sensitive data and personal information in accordance with the GDPR when handling products. If sensitive data is not deleted by GIAB, the supplier handling the device must undertake to delete sensitive data using Blancco software or another equivalent method. If the supplier does not have equipment to delete sensitive data, the device must be destroyed/recycled, or alternatively sent back to GIAB to be destroyed/recycled.

### **Compliance**

The supplier agrees that GIAB has the right to check and evaluate compliance with the requirements set out in the supplier code. If a supplier to GIAB does not comply with the rules in the supplier code, GIAB has the right to demand that the supplier take corrective action without delay or terminate the agreement and end the cooperation with the supplier.

**The Supplier's information:**

Company name:

Organization number:

Address:

\_\_\_\_\_

Date, City

\_\_\_\_\_

Signature

\_\_\_\_\_

Clarification of name/signature