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# Supplier Code of Conduct

## Introduction

This policy should be read by all Pricer employees in purchasing and all Pricer's suppliers, and the suppliers shall explicitly certify that they will comply with this policy.

Pricer wants to be an attractive business partner and seeks reliable, fair relations for the mutual benefit of Pricer and its suppliers. For this purpose, Pricer strives to uphold the ethical and business standards described herein and expects the same from its suppliers, service providers, and other partners. Pricer expects from its suppliers and service providers competence in quality, cost control, innovation and reliability.

This Pricer Supplier Code of Conduct (Supplier CoC) illustrates the values according to which Pricer operates globally. Pricer expects all of its suppliers to conform to the policies defined below in their dealings with Pricer, with their own employees and suppliers, as well as with third parties such as other companies, government officials and individuals. As a supplier of Pricer, we expect you to read and conform to the principles defined below.

The content of this Policy is based on globally acknowledged standards and recommendations such as the UN Global Compact and the Responsible Business Alliance Code of Conduct.

## General Requirements

Pricer requires its suppliers to be committed to ethical conduct, to full compliance with all applicable national laws and international treaties, and to respect human rights in the spirit of internationally recognized standards. Where there is a discrepancy between local laws and regulations, and the content of this Supplier CoC, the higher standard applies, unless it is in direct violation of local laws.

## Compliance with Laws and Rules of Society

Pricer is committed to full compliance with all applicable laws and regulations. These guidelines are not a substitute for local laws and regulations. They represent supplementary principles and standards of behavior of a non-legal character.

## Labor

### Forced Labor

Suppliers shall not engage in any form of servitude, forced, bonded, indentured, trafficked, child labor or non-voluntary labor.

Suppliers can risk allegations of complicity if they benefit from the use of such forms of labor among their sub-suppliers or business partners. Suppliers shall act with special diligence when engaging and recruiting migrant workers both directly and indirectly.

Suppliers shall allow their workers the right to leave work and freely terminate their employment provided that workers give reasonable notice to the employer. Suppliers shall also ensure that workers are not subject to inhumane or degrading treatment, corporal punishment, mental or physical coercion and/or verbal abuse.

As part of the hiring process, workers must be provided with a written employment agreement in their native language, or a language which the worker fully understands in written form, that contains a description of terms and conditions of employment prior to the worker starting the employment.

Employers and agents may not hold or otherwise destroy, conceal, confiscate or deny access by employees to their identity or immigrations documents, unless such holdings are required by law.

Workers shall under no circumstances be required to pay employers' or agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

All disciplinary procedures must be established in writing and are to be explained verbally to workers in understandable terms.

## **Non-discrimination**

Pricer expects its suppliers to treat their employees in a fair and equal manner. Pricer is committed to a policy of equal opportunity that prohibits discrimination and harassment of any type. Diversity is accepted and valued by Pricer and the same is expected from Pricer suppliers. Pricer strongly believes non-discrimination is both an ethical standard and a fundamental human right. Pricer will not tolerate discrimination, whether due to gender, age, religion, political opinion, national or ethnic origin, color, sexual orientation, disability, pregnancy, marital status or any other such basis. In addition, employees or potential employees should not be subjected to medical tests or physical exams that could be used in a discriminatory way.

## **Child labor**

Child labor is not to be used under any circumstances in any stage of manufacturing or its related processes. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest.

## **The Working Environment**

Pricer strongly believes all employees are entitled to a safe and healthy working environment and have the right to be free from violations of personal integrity. Pricer suppliers shall maintain an adequate administrative policy on health and safety. Any type of harassment, regardless of the intent, whether direct or indirect, physical or verbal, is prohibited. Pricer expects its suppliers to ensure all its employees are allowed to work in a harassment-free environment.

## **Wages**

Compensations to employees shall comply with all applicable laws, including those relating to minimum wages, overtime hours and legally mandated benefits. In compliance with local laws, employees shall be compensated for overtime at pay rates greater than regular hourly rates.

Deductions from wages as a disciplinary measure shall not be permitted. In addition, all use of temporary and outsourced labor will be within the limits of the local law.

## **The rights of Freedom of Association and Collective Bargaining**

Our suppliers shall respect the right of workers to form unions in a free and democratic way and workers' right to bargain collectively and may not discriminate workers because of trade union membership.

Suppliers shall not prevent workers' representatives from having access to workers in the workplace or from interacting with them. When operating in countries where trade union activity is unlawful or where free and democratic trade union activity is not allowed, suppliers shall respect this principle by allowing workers to freely elect their own representatives with whom the company can enter into dialogue about workplace issues.

## **Whistleblowing**

Suppliers shall have a whistle blowing function in place for employees to report grievances, that is known by all employees and easily available. Grievances shall be allowed to be reported anonymously or in confidence. Any grievances shall be sufficiently addressed and investigated in a timely manner. It shall be clearly stated that employees reporting a grievance shall suffer no consequence or retaliation of any kind.

## **Health and Safety**

### **Occupational Safety**

Potential for exposure to safety hazards (e.g. chemical, biological, electrical and other energy sources, fire, vehicle and fall hazards) are to be identified and evaluated. Proper measures are to be taken including training to prevent or eliminate exposure to the identified safety hazards. Where adequate control of elimination cannot be reached, protective equipment and educational materials about risk shall be provided.

Employee exposure to hazards of physically demanding tasks is to be identified, evaluated and controlled.

Machinery shall be evaluated for safety hazards. Physical barriers and guards are to be installed and properly maintained where machine related injury hazards are present.

### **Emergency preparedness**

Emergency plans and response procedures including emergency reporting, employee notification and evacuation procedures, worker training and drills, fire detection and suppression equipment, clear and unobstructed emergency exit ways shall be implemented to minimize any potential impact.

### **Occupational injury and illness**

Procedures and systems are to be in place to prevent, manage, track and report occupational injury and illness including provisions to: encourage worker reporting; classify and record injury and illness cases; provide necessary medical treatment; investigate cases and implement corrective actions to eliminate their causes; and facilitate return of workers to work.

## **Sanitation, Food and Housing**

Employees shall be provided with ready access to sanitary toilet, water and food related facilities. Worker dormitories provided directly or indirectly by employer are to be maintained to be clean and safe, provided with hot water for bathing and showering, adequate lighting, heat and ventilation, secured accommodation for storing personal and valuable items, emergency exits and reasonable personal space.

## **Environment**

Pricer seeks to preserve natural resources and to protect the environment. Pricer conducts its business operations in such a way as to avoid or minimize any adverse impact on the environment and continuously strives to improve its products and services with the environment in mind. Pricer expects its suppliers to conform to the same principles.

### **Environmental permits and Materials restrictions**

All required permits, approvals and registrations are to be obtained, maintained and kept current. Related requirements are to be followed in a compliant manner.

Adherence shall be kept to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances in products and manufacturing, including labelling for recycling and disposal.

### **Energy consumption and Resource reduction**

Energy consumption and greenhouse gas emissions are to be minimized through cost effective methods to improve energy efficiency. The use of natural resources including water, fossil fuels and virgin forest products is to be conserved.

### **Pollution and Hazardous substances**

Emissions and discharger of pollutants and generation of waste are to be minimized or eliminated. Chemicals and other materials posing a hazard to humans or the environment are to be identified, labelled and managed to ensure their safe handling, movement, storage, use, recycling or reuse and disposal.

## **Ethics**

### **Intellectual Property and Publicity**

Pricer expects its suppliers to conform to all applicable national laws and international treaties on intellectual property, and to refrain from infringing on either Pricer or third-party intellectual property rights. Pricer expects its suppliers to comply with all applicable agreements on confidentiality or nondisclosure.

Furthermore, suppliers are entitled to publicize their cooperation with Pricer or utilize Pricer trademarks only if and to the extent this has been explicitly agreed upon with Pricer in writing. In the event that such explicit authorization exists, suppliers are expected to comply with all instructions and guidelines that Pricer may from time to time issue concerning the same.

### **Improper payments or benefits**

No direct or indirect payments or hospitalities such as excessive entertainment or gifts shall be made by Pricer's suppliers for the benefit of Pricer's employees or any governmental

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representative or employee, labor union, or current or prospective customer or supplier for the purpose of improperly obtaining benefits of any kind, nor shall any supplier accept any improper benefit from any source.

## **Protection of Identity and Non-Retaliation**

Programs that ensure the confidentiality, anonymity and protection of supplier and employee whistleblowers are to be maintained, unless prohibited by law. A communicated process for the personnel to be able to raise any concerns without fear of retaliation shall be in place.

## **Privacy**

Suppliers are to comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted and shared.

## **Right to Audit and Non-Compliance**

Pricer shall have the right to, on its own or through suitable third-party auditor, access the supplier's facilities to audit the business and supplier operations, with the purpose to ensure compliance with this Supplier CoC.

Pricer reserves the right to terminate all business relations and agreements with suppliers that are found to violate the content of this Supplier CoC.

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The Parties have duly signed two (2) identical copies of this Agreement and have taken one each.

Date:

Date:

Pricer AB

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Name:

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Name:

Title:

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