

CHAMPION / ORDER NORDIC AB

Code of Conduct

FOR SUPPLIERS



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Code of Conduct

Order Nordic AB ("Order Nordic") is a leading distributor/manufacturer of electric and electronic products for the Swedish market. Order Nordic is committed to conducting its business at the highest ethical, environmental and social levels and that products are produced and provided in an ethical way. This code of conduct (the "Code of Conduct") is an integral part of any and all agreements between Order Nordic and its suppliers or entrepreneurs ("Supplier") and is applicable to all Suppliers involved in the manufacture or supply of products to Order Nordic.

All Suppliers accept to comply with this Code of Conduct. If a Supplier does not follow this Code of Conduct, Order Nordic reserves the right to cancel all business relations with such Supplier. While Order Nordic recognises that there are different legal and cultural environments in which factories operate throughout the world, this Code of Conduct sets forth the minimum requirements all Suppliers must meet in order to do business with Order Nordic.

The Supplier shall ensure that all factories involved in the manufacture of the products to Order Nordic follow this Code of Conduct, whether the Supplier is the owner of the relevant factory or not.

1 Legal requirements

1.1 Compliance with laws

Order Nordic is strongly committed to conducting its business affairs with honesty and integrity and in full compliance with all laws, rules and regulations applicable to Order Nordic's business in the countries in which it operates. All Suppliers must at all times comply with applicable laws, rules and regulations, including burdens imposed by the relevant authorities, in the performance of their duties for Order Nordic.

1.2 Product Safety

The Supplier shall ensure that products supplied to Order Nordic complies with all EU safety and quality regulations and applicable national laws.

2 Environment

2.1 Environmental policy

Order Nordic is committed to minimizing the impact of its actions on the environment. The Supplier shall therefore:

- Comply with all applicable laws and regulations and international standards relating to the protection and preservation of the environment.
- Commit to continuous improvement of environmental protection procedures, including manufacturing, transport, use and disposal of Supplier's products.
- Commit to using resources efficiently, apply energy-efficient and environmentally friendly technologies and reduce waste, as well as emissions to air, water, and soil.
- Be able to present specification on the material of the product delivered to Order Nordic.
- Use or set up an appropriate environmental management system.

3 Payment

3.1 Corruption and bribery

The Supplier shall never make a payment or provide a benefit that is intended to improperly influence, or appears to influence, a business decision. This is particularly true in the case of public officials and government employees. The Supplier shall not accept, offer or pay bribes or directly or indirectly accept gifts, hospitality, fringes or compensation in any form from a third party which may be unlawful or which could in any way affect his/her professional judgment in performing any duty or service for Order Nordic or a third party.

4 Corporate responsibility

4.1 Human rights

The Supplier shall follow, respect, and support internationally proclaimed human rights, including the United Nations Declaration of Human Rights. The Supplier shall therefore:

- Ensure that all Supplier’s directors, officers, employees, contractors and temporary staff (collectively referred to as “Supplier’s Employees”) have a contract setting out working hours and wages where wages and benefits paid for a standard working week must meet, at a minimum, national legal or industry standards. The highest minimum wage of the two is to be complied with.
- Ensure that working hours of all Supplier’s Employees comply with national laws and benchmark industry standards.

4.2 Health and Safety

The Supplier shall provide a healthy and safe workplace where all Supplier’s Employees understand the risks associated with their work, manage risks responsibly, and only perform work for which adequate training has been provided. The Supplier shall therefore:

- Ensure that the working conditions of Supplier’s Employees meet or exceed legal requirements as well as the conventions of the UN Global Compact and International Labor Organization. The Supplier shall comply with all applicable laws relating to forced labor, child labor, minimum national salaries, working hours, leave and overtime, and the timely and accurate payment of wages.
- Take responsibility for the health and safety of Supplier’s Employees.
- Control risks for and take preventive measures against accidents and occupational diseases.
- Ensure that all Supplier’s Employees are provided with and use appropriate equipment to protect against injuries or toxic exposure of any kind.

4.2.1 Child labor

The Supplier shall not employ, contract or use child labor, as defined by the International Labor Organization Minimum Age Convention. The Supplier shall comply with all applicable child labor laws, including those related to hiring, wages, working hours, overtime and working conditions.

4.2.2 Forced labor

The Supplier shall not employ, contract or use forced labor or involuntary work. All Supplier’s Employees shall have the right to voluntary terminate his/her employment, in accordance with national laws and their employment contract. The Supplier shall not engage in any form of forced, trafficked or non-voluntary labor.

4.2.3 Collective Bargaining

The Supplier shall uphold the rights of the Supplier’s Employees’ to form, join and organize independent trade unions or other kind of worker’s associations and to engage in collective bargaining in accordance with local law.

4.2.4 Discrimination

The Supplier shall value diversity between Supplier’s Employees and shall oppose discrimination or harassment.

The Supplier shall therefore:

- Not accept any form of discrimination with regards to employment, wage, access to education, promotion, termination or retirement, on grounds of gender, gender identity or expression, age, belief, ethnic affiliation, nationality, disability, illness, membership in workers’ organizations (including trade unions), political beliefs, sexual orientation or other circumstances that can result in discrimination.
- Not accept any form of corporal punishment or physical, sexual, psychological, or verbal harassment or abuse.

4.3 Conflict minerals

The Supplier shall carry out the necessary investigative measures to ensure responsible purchasing of minerals from conflict-affected areas and high-risk areas in accordance with the OECD (Organization for Economic Cooperation and Development) guidelines.

AGREEMENT

We hereby confirm that we understand and commit to adhere to the Order Nordic AB Supplier Code of Conduct.

The Supplier must at all times comply with Order Nordic’s Code of Conduct, as updated from time to time.

Company Name

Name and Position of the Signing Representative

Signature and Date