

SUSTAINABLE AND RESPONSIBLE SUPPLY CHAINS

Sustainable Supply Chain Policy

Company	Reg. no	Revision	Date
Swedron Sverige AB	559138-3756	Rev 2	2026-09-07

1. Purpose and scope

Swedron Sverige AB shall conduct systematic, risk-based and proportionate work for sustainable supply chains. This policy applies to Swedron's own operations and to the business relationships and supply chains connected to the products and services provided by Swedron. The work is adapted to the severity of the risks, Swedron's size and leverage, and the information that can reasonably be obtained.

2. Formal policy commitment

Swedron commits to respect and, within the scope of its leverage, promote compliance with the following international principles and applicable requirements:

- The United Nations Universal Declaration of Human Rights.
- The United Nations Convention on the Rights of the Child, Article 32.
- The ten ILO fundamental conventions Nos. 29, 87, 98, 100, 105, 111, 138, 155, 182 and 187, concerning, among other matters, forced labour, child labour, discrimination, freedom of association and the right to organise, and a safe and healthy working environment.
- Applicable labour law in the country where work is performed, including requirements concerning wages, working hours, leave and occupational health and safety.
- Applicable environmental protection legislation in the country where work is performed.
- The United Nations Convention against Corruption.

Where international principles provide stronger protection for individuals than local practice, Swedron shall, to the extent legally and practically possible, seek to ensure that the stronger protection is respected.

3. Fundamental requirements

- Child labour and forced labour shall not occur.
- Workers shall be treated with dignity and without discrimination, harassment or retaliation.
- Freedom of association and the right to collective bargaining shall be respected in accordance with applicable law and international principles.
- Working conditions, working hours, wages and leave shall, at a minimum, comply with applicable legal requirements.
- Serious environmental impacts shall be prevented and applicable environmental legislation complied with.
- Bribery, corruption and improper benefits are not accepted.

4. Communication through the supply chain

Swedron shall communicate its commitment in writing to relevant first-tier suppliers through Swedron's Supplier Code of Conduct, contractual terms, or by accepting a documented equivalent system maintained by the supplier. Suppliers are in turn expected, on a risk basis, to communicate equivalent fundamental requirements to relevant subcontractors. For contracts subject to specific requirements, Swedron shall seek to ensure that the requirements cover the subcontractors and supply-chain tiers involved in fulfilling the contract.

5. Risk analysis and mapping

Swedron shall regularly identify and prioritise actual and potential risks relating to human rights, workers' rights, the environment and anti-corruption. To the extent possible, the analysis shall map first-tier suppliers, manufacturers, geographical locations and relevant principal tiers further down the supply chain. Particular attention shall be given to high-risk activities, high-risk geographies and product categories with complex component or raw-material supply chains.

Risks are prioritised primarily according to severity - the scale, scope and remediability of the impact - and thereafter likelihood. Lack of full visibility is documented as an information limitation and may itself justify additional follow-up.

6. Follow-up

Swedron conducts at least one documented annual review of sustainable supply chains, as well as additional follow-up in the event of a significant change, a new high-risk supplier or a credible indication of a serious deviation. Follow-up may include supplier enquiries, self-assessments, document reviews, publicly available information, certifications, audit information or other proportionate control measures.

7. Management of deviations

In the event of a suspected or confirmed deviation, Swedron shall promptly obtain relevant facts, assess the severity and relationship to the impact, and decide on proportionate measures. If Swedron has caused an adverse impact, the company shall cease or prevent the impact and, where relevant, contribute to remediation. If Swedron has contributed to the impact, that contribution shall cease and the company shall use its leverage to limit the impact. If Swedron is only directly linked to the impact through a business relationship, reasonable leverage shall be used to encourage the supplier to investigate and address the issue. Serious or persistent deficiencies may ultimately result in restricted purchasing, an alternative supplier or termination of the business relationship.

8. Responsibility and internal communication

Swedron's management has ultimate responsibility for this policy. Erik Warg is operationally responsible for compliance and for ensuring that procedures for risk analysis, supplier requirements, follow-up and deviation management are applied and communicated internally. Relevant employees in purchasing, sales/projects and management shall be familiar with the parts that affect their work.

9. Availability and review

Following approval, the policy shall be made publicly available, preferably on Swedron's website, and communicated internally. The policy is reviewed at least annually and in the event of a significant change or new knowledge about risks.

10. Approval

This policy takes effect on the date it is approved by Swedron's senior management.

Revision	2 - 2026
Status	Approved translation of governing Swedish version
Document owner	Management
Operational responsibility	Erik Warg, co-owner / operationally responsible
Scope	Own operations and relevant business relationships/supply chains
Review	At least annually and upon significant change or new knowledge about risk

English translation. The Swedish version is the governing document.