

RESPONSIBLE AND SUSTAINABLE SUPPLY CHAINS

Supplier Code of Conduct

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

This Supplier Code of Conduct sets out the fundamental requirements and expectations Swedron applies to relevant suppliers and business relationships. The requirements are applied on a risk-based and proportionate basis, taking into account the supplier's role, products, geography and identified risks.

1. Fundamental commitments

Suppliers shall conduct their operations in accordance with applicable laws and respect internationally recognised principles relating to human rights, workers' rights, the environment and anti-corruption.

2. Human rights and working conditions

Suppliers are expected to respect and work in line with:

- The United Nations Universal Declaration of Human Rights.
- The United Nations Convention on the Rights of the Child, in particular Article 32 concerning protection from economic exploitation and harmful work.
- The ten ILO fundamental conventions Nos. 29, 87, 98, 100, 105, 111, 138, 155, 182 and 187.
- Applicable labour law in the country where work is performed, including requirements concerning wages, working hours, leave, occupational health and safety.

Forced labour, child labour, discrimination, harassment and unsafe working conditions shall be prevented. Workers' rights to freedom of association and collective bargaining shall be respected in accordance with applicable law and relevant international principles.

3. Environment

Suppliers shall comply with applicable environmental protection legislation and work to limit adverse environmental impacts. Relevant areas include materials and chemicals, energy and resources, emissions, waste, batteries and electronics, and product requirements in markets where products are supplied.

4. Anti-corruption

Suppliers shall operate in line with the principles of the United Nations Convention against Corruption. Bribery, improper benefits, fraud and other forms of corruption are not accepted.

5. Requirements in the supply chain

Suppliers are expected to communicate equivalent principles and requirements to relevant subcontractors, suppliers and other business relationships in the tiers relevant to products or services supplied to Swedron. A supplier's own equivalent Code of Conduct or management system may be accepted following Swedron's assessment.

6. Information and follow-up

Upon reasonable request, suppliers shall provide relevant information or existing documentation enabling Swedron to assess compliance and supply-chain risks. Examples include policies, codes of conduct, certifications, self-assessments, audit or review information and information concerning production or the supply chain.

Swedron's follow-up is risk-based and may include document reviews, questionnaires, meetings and other appropriate verification. Physical audits at supplier or subcontractor premises require separately agreed or otherwise granted access.

7. Deviations and improvement

Suppliers are expected to inform Swedron of serious known circumstances relevant to the supply relationship. Where a deviation is identified, Swedron will normally seek dialogue, investigation and proportionate corrective action first. Serious, repeated or unresolved deviations may affect the continued business relationship.

8. Confirmation

By confirming this Supplier Code of Conduct, the supplier undertakes to work in line with the principles above. Alternatively, the supplier may refer to its own equivalent governing documents, which will be assessed by Swedron.

Supplier

Name / title

Date

Signature / confirmation

Equivalent own documents
