



SE Equipment's Supplier Code of Conduct

March 2024



Introduction

SE Equipment strives to systematically develop products and services in mutual cooperation with our suppliers by building a long-term and lasting relationship. We endeavour to ensure that our products and services are produced under sustainable and responsible conditions. In order to ensure responsible behaviour, SE Equipment's Supplier Code of Conduct describes the requirements we set for our suppliers. Our Code of Conduct summarises how we should act and make decisions in our daily work in order to take joint environmental, social and ethical responsibility.

The latest version of this Supplier Code of Conduct is available at www.seequipment.se

Scope and legal compliance

All suppliers must comply with all applicable laws, regulations and standards in the countries in which they operate. In addition, they must comply with this Code of Conduct, which applies to all companies that provide products or services to SE Equipment suppliers.

This also includes indirect suppliers, such as our directly contractual suppliers' sub-suppliers and subcontractors.

Note:

"SE Equipment" includes all companies within the Group.

Values

As our suppliers play a significant role in our business, it is of the utmost importance that they respect and adopt the same values and views on corporate responsibility as we do. Thus, our values act as a compass for both employees and suppliers in our daily work.

Openness

We take the customer's unique needs and requirements as a starting point, and create added value through high availability, personal treatment, quick decisions, and a wide range of products.

Quality

We trust each other and make use of each other's skills. We deliver results on time and with the expected quality. Through open dialogue we strengthen ourselves as a company, and reduce uncertainty and improve quality.

Solidarity

By supporting and assisting each other in our challenges, we help to build successful teams. We have a family atmosphere where cooperation, open communication and mutual respect are in focus. Together, we contribute to the company's development.

Areas of focus

The environment

Suppliers are expected to minimise their environmental impact and continuously improve their environmental performance. Suppliers shall establish and follow procedures that reflect their environmental responsibilities and comply with applicable national and international environmental laws. Suppliers shall endeavour to reduce emissions and make their use of resources more efficient.

Business ethics

No form of corruption, bribery or money laundering is permitted. The supplier shall establish and follow effective procedures to prevent this.

Occupational health and safety

The supplier shall comply with local working environment laws and regulations as a minimum. SE Equipment's suppliers shall work systematically on the working environment, and establish and follow procedures to prevent accidents and occupational injuries. The supplier shall be responsible for providing employees with the appropriate safety training for their work. All employees shall enjoy a safe and healthy working environment. The supplier shall ensure that fire protection in the workplace is adequate, that there are safety devices in place, and that personal protective equipment is provided.



Social conditions

The supplier shall support and respect internationally declared human rights, and treat its employees fairly, equally and with respect.

All employees are entitled to written employment contracts that contain terms of employment and termination. The supplier shall comply with national legislation regarding working hours, breaks and holidays. Salaries and other remuneration shall also comply with national legislation or collective agreements as a minimum.

The supplier shall not contribute to or tolerate forced labour or human trafficking in any way. Employees shall be free to terminate their employment by respecting the agreed notice period.

SE Equipment does not accept child labour, which means work performed by children under the age of 15, or as an exception 14 years of age in the countries referred to in Article 2.4 of ILO Convention 138.

The supplier shall ensure and respect the employee's right to organise, form and join/not join any employee organisation and collectively bargain.

The supplier shall take measures to protect the employees' personal data and comply with applicable data protection legislation.

SE Equipment does not accept discrimination, oppression, threats or harassment in any form.

Compliance with the Supplier Code of Conduct

SE Equipment's suppliers are expected to comply with this Supplier Code of Conduct, and to ensure that its subcontractors also comply with it.

If SE Equipment finds that a supplier is deviating from the terms of the Code of Conduct, SE Equipment will specify which points need to be amended or rectified. The supplier shall promptly take revised measures and provide SE Equipment with adequate evidence of improvement.

In the event of a material breach of this Code of Conduct or refusal to take corrective action, SE Equipment reserves the right to terminate the agreement with the supplier.

It is understood by both parties that a breach of this Code of Conduct may be a fundamental breach of contract even if specific termination rules exist in the agreement between SE Equipment and the supplier, which gives SE Equipment the right to withdraw from the agreement.

If you, as a supplier, do not conform to this Code of Conduct, this shall be reported to us immediately.

SE Equipment shall be able to check whether the supplier complies with the requirements of the Supplier Code. Follow-up can be done through self-assessments or third parties, or via on-site audits.

Please contact post@se-europe.com if you have any questions regarding the Supplier Code of Conduct.



Declaration of conformity

The undersigned authorised representative/signatory of the supplier hereby certifies that the supplier accepts and complies with the Supplier Code of Conduct

Company

Co. Reg. No.

Place, Date

Position

Name in clear script

Signature
