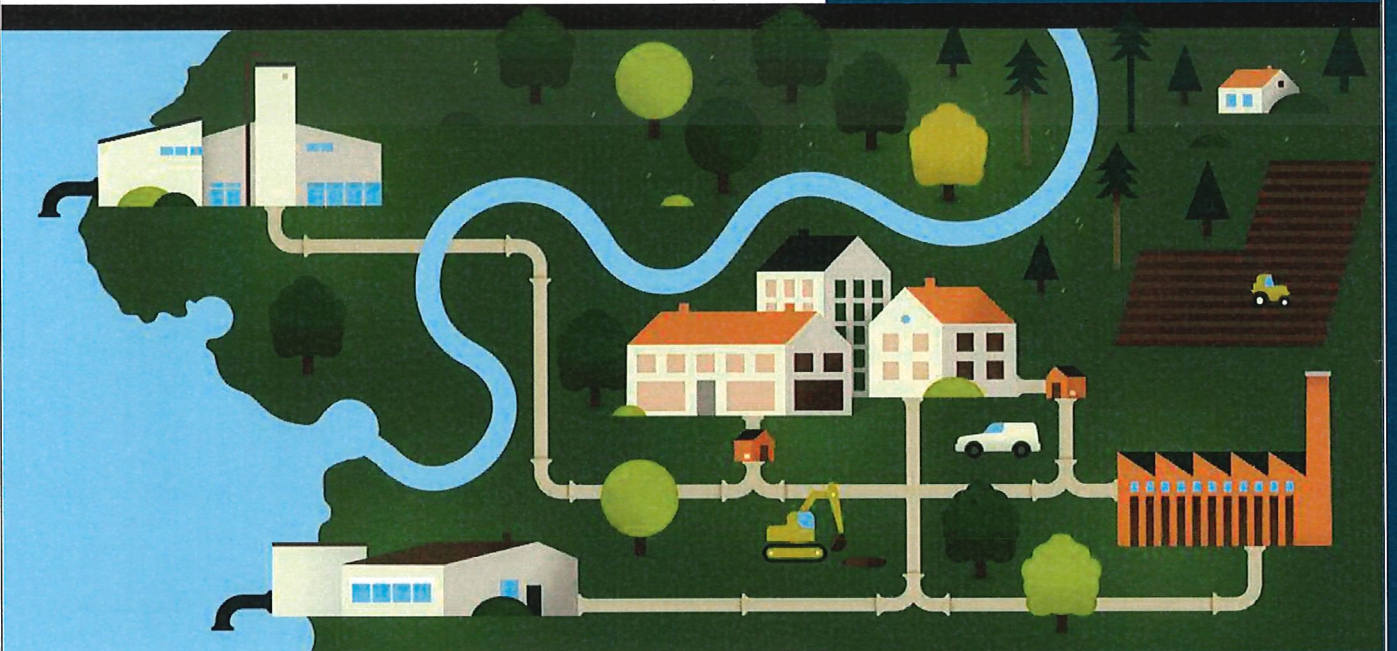


Uniwater



Supplier Code of Conduct

Note: "Uniwater" refers to Uniwater AB and the subsidiaries and business associations under the control of Uniwater AB.

Uniwater

Supplier Code of Conduct

INTRODUCTION

Uniwater's supplier Code of Conduct has been established to emphasize the principles according to which the company conducts its relationships with employees, business partners and other stakeholders. This Code of Conduct for suppliers summarizes the ethical values that Uniwater intends to apply in the relationship with all our suppliers of goods, products, and services.

If suppliers use subcontractors to produce Uniwater goods, products, or services. It is the responsibility of the supplier to ensure that the subcontractor complies with the requirements in this Supplier Code of Conduct.

GENERAL PRINCIPLES

Uniwater's ambition is to work together with our suppliers and bring about positive change. All suppliers to Uniwater must respect this Supplier Code of Conduct and draw up their own Code of Conduct in which the content shall not contradict the values Uniwater's represents.

Uniwater selects its suppliers mainly based on two criteria:

- the ability to deliver services and goods for commercially appropriate reasons.
- the ability to live up to the requirements of this Supplier Code of Conduct.

BUSINESS ETHICS

Legal Compliance

Uniwater's suppliers and subcontractors must in their business have knowledge of, and as a minimum requirement comply with all national and international laws and regulations that are applicable in the countries in which they operate. They must comply with applicable regulations on air pollution, waste management, water discharges, chemical storage. Uniwater's suppliers and subcontractors must always strive to meet the highest requirements that comply with either applicable law or this Supplier Code of Conduct.

Accounting and Reporting

The supplier must conduct its business in an ethical manner and follow international trade rules and regulations on export control. The supplier shall implement routines and processes to promote transparency and ensure that no documents relating to the supplier's performance in accordance with this Supplier Code of Conduct is being manipulated.

Protection of rights and information

The supplier shall respect Uniwater's intellectual property rights and protect Uniwater's information. The supplier may only use or pass on information and data necessary for the assignment for Uniwater in accordance with contractual and legal provisions.

Impartiality and conflicts of interest

Supplier must avoid conflicts of interest that can jeopardize the supplier's trustworthiness and must inform relevant company within Uniwater of any potential conflicts of interest

Anti-corruption

The supplier must act against corruption and bribery. We expect our suppliers not to engage directly or indirectly in any form of corruption or bribery and not to grant, offer or promise anything of value to a governmental official or to a counterparty in the private sector to influence official action or to obtain an improper advantage.

SUSTAINABILITY PRINCIPLES

Uniwater's intention is to work with our supplier base in a globally uniform way and in a manner that ensures reliable supply, quality, and sustainable business.

Uniwater's Supplier Code of Conduct is based on three pillars: environmental, social and economic. This means that Uniwater strives for:



Environmental Sustainability

Uniwater works actively to reduce the company's environmental impact. Uniwater's suppliers are an important part of that work. In practice this means:

Design, Production and Transportation

Uniwater's suppliers must constantly strive to use resources more mindfully and responsibly and integrate this approach into their business operations and management. The ambition should be to make it possible for products to be disassembled and recycled at the end of life. For the design process to reduce the amount of material required for production, the chosen materials should be recycled or recyclable, or where possible from an ethical and sustainable source. Preferably renewable energy sources shall be used for energy. All sources of waste as well as emissions to air, water, and soil must be minimized, characterised, and monitored. Chemicals shall be responsibly managed at all times.



Social Sustainability

Uniwater works actively for a safe workplace where all staff is treated equal. Uniwater takes a stand against social injustice by actively working with human rights, this includes but is not limited to:

Health and Safety

The supplier must comply as a minimum requirement to applicable laws and regulations regarding working environment and working conditions. The supplier shall offer a safe, hygienic, and healthy workplace. Suppliers shall take appropriate actions to prevent workplace accidents, physical injuries, or mental illnesses. This does mean but is not limited to, fire protection, evacuation plan, safety equipment and procedures. Access to clean drinking water and sanitation. Adequate accident insurance for all employees, first aid equipment as well that employees receive the right instructions to be able to use machinery, equipment, and chemical substances safely and correctly.

Child Labour and Forced Labour

Child labour is not tolerated in any form. If a child is found working at a site where Uniwater products are produced, Uniwater encourages remediation that does not worsen the child's social situation. Forced, involuntary labour or human trafficking is not tolerated in any form.

Non-Discrimination

All employees or potential employees shall be treated strictly according to his or her abilities and qualifications in any employment decisions. Discrimination regarding; sex, race, religion, age, disability, sexual orientation, nationality, political opinion, union-affiliation, social or ethnic origin is not tolerated.

Harassment and Abuse

Suppliers must not subject employees to threats, corporal punishment, physical, sexual, psychological, verbal harassment, or abuse. Deductions in salary may not be made as a disciplinary sanction, if this is not regulated in collective agreements or is approved by law.

Freedom of Association

Freedom of association is a fundamental human right. Suppliers must not obstruct workers who wish to join associations, organizations or negotiate collectively.



Financial Sustainability

Uniwater views financial sustainability as vital for the company and its stakeholders, this includes but is not limited to working actively with customers and suppliers to make sure that pricing is correct, ensuring that staff salaries are according to union agreements and that there is a long-term plan for management of infrastructure such as property and equipment



MONITORING AND COMPLIANCE

This Supplier Code of Conduct applies to all Uniwater's suppliers. Uniwater reserves the right, to or through a third party designated by the group perform audits or inspections at our own expense and with reasonable prior notice to verify that the requirements of this supplier Code of Conduct are met. The supplier must be able to report how it complies with Uniwater's supplier Code of conduct. If a supplier violates the Supplier Code of Conduct and does not implement agreed measures within the agreed time period, despite reminders, we may terminate the business relationship with the supplier.



WHISTLEBLOWER FUNCTION

Uniwater strives to maintain a transparent business climate and high business ethics. We value the safety and respect of everyone affected by our business. You have a vital role in our success. If breaches of this policy have been witnessed or is suspected this can be reported through the whistleblowing service which is provided by an external partner at our whistleblower function

<https://report.whistleb.com/en/uniwater>

Fredrik Jonsson
Chief Executive Officer
Uniwater Group