

About the PPV Supplier Code of Conduct

PPV's Supplier Code of Conduct summarizes the standards that PPV expects suppliers that provides us with products and services to uphold. It is based on the UN Global Compact, the ILO core conventions, the UN Universal Declaration of Human Rights and the OECD Guidelines for Multinational Enterprises, competition law and anti-corruption rules.

PPV's ambition is to actively collaborate with suppliers to jointly achieve positive changes. PPV's selection of suppliers is based on the supplier's ability to deliver services and products competitively and commercially and its ability to meet the requirements of this code.

Suppliers are expected to independently establish policies and procedures that meet the content of this code of conduct. Each supplier is also responsible for ensuring that its own subcontractors and partners follow the same standards and share relevant information with PPV AB. The supplier must support and facilitate reviews and audits in its value chain at PPV's request.

By signing this Supplier Code of Conduct, suppliers agree to work in accordance to these standards. Thank you for sharing our commitment to responsible business practices.


Bo Ljungström, CEO
PPV AB

Suppliers and other stakeholders are encouraged to report any conflicts with the Supplier Code of Conduct. An anonymous whistle-blower system is available at:
<https://whistle.qnister.com/PPVGroupAB/en-GB>

1. GENERAL PRINCIPLES

PPV's ambition is to work together with our suppliers and to review them regularly to achieve positive change. All suppliers to our companies shall respect the Supplier Code of Conduct and draw up and implement a code of conduct of their own, the content of which does not conflict with the values that PPV represents. The supplier is responsible for ensuring that its

sub-suppliers comply with the content of this code.

Suppliers shall enable PPV or our customer to carry out audits of production sites. Planning of potential visits or audits is done in dialogue with suppliers.

1.1 Compliance with applicable legislation

In its activities, the supplier shall be aware of, and as a minimum requirement, comply with all national and international laws and regulations that apply in the countries where they operate. The supplier shall always comply with the highest requirements arising from either applicable legislation or this Supplier Code of Conduct.

2. HUMAN RIGHTS

All individuals employed by a supplier, whether directly or indirectly, must have their fundamental human rights respected in accordance with the International Bill of Human Rights.

2.1 Working environment

The supplier must comply with applicable legislation and regulations related to the work environment and working conditions. The supplier is required to provide a safe, hygienic, and healthy workplace. This includes having fire safety measures, an evacuation plan, safety equipment and procedures, a system for following up on accidents, access to clean toilets and drinking water, adequate accident insurance for all employees, first-aid equipment, and proper training for employees to safely use machines, equipment, and chemical substances. Employees shall receive regular and recorded health and safety training. Such training shall be provided also to new or re-assigned employees. If accommodation is provided to workers, it shall be clean, safe and meet their basic needs. The supplier shall assign responsibility for work environment standards to a senior management representative.

2.2 Working conditions

The supplier must comply with national legislation and agreements regarding working hours, salaries, and overtime compensation, or adhere to the local trade customs. The supplier shall limit the work week to 48 hours and ensure it does not exceed 60 hours, including overtime. Overtime should be voluntary and infrequent. Employees are entitled to at least one day off per week. The supplier must also offer all legally required benefits, including pension and holiday entitlements.

2.3 Child labour

Suppliers must comply with the UN Convention on the Rights of the Child and ILO Conventions 138 and 182. Children under the age of compulsory education or 15 years old shall not be employed. Children aged 15-17 shall not be employed for work at night or under hazardous conditions. Suppliers must verify and document employee ages. If child labor is discovered, suppliers must address it without harming the child's social situation. They should enroll children in a remediation program that includes education and financial support, decided in consultation with the child and their family.

2.4 Disciplinary measures

Employees should be treated with dignity and respect. Under no circumstances should an employee be subjected to corporal punishment, physical, sexual, or psychological punitive action, harassment, or force. Salary deductions should not be imposed as a disciplinary sanction unless regulated by collective agreement or approved by law. Suppliers shall not subject employees to threats or harassment, nor restrict or interfere with the lawful and peaceful exercise of their rights.

2.5 Discrimination

At PPV, we aim to foster a non-discriminatory company culture rooted in responsibility and respect. Consequently, we do not tolerate any form of discrimination or harassment by our suppliers. There shall be no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

2.6 Employment conditions and compensation

Employees shall be provided with an employment contract. As far as possible, suppliers shall strive for work to be performed under a recognised employment relationship and avoid excessive use of contract labour or similar.

Employees shall be provided with written and understandable information about their employment conditions, including wages, before they enter employment. Employees shall receive

pay slips or similar information about their wages for the pay period concerned each time that they are paid.

Employees shall be paid wages and benefits according to, at a minimum, national legal standards or industry benchmark standards, whichever is higher. The supplier must provide a wage sufficient to meet basic needs and allow for additional income after essential expenses such as shelter and food.

Disciplinary measures shall be recorded. Deductions from wages as a disciplinary measure is not permitted. Other deductions from wages are not permitted without the consent of the employee concerned.

2.7 Freedom of Association

Employees are entitled to freedom of association at all levels. Suppliers must not obstruct employees from joining associations or organizations or from engaging in collective bargaining and shall adopt an open attitude to their activities. Suppliers are required to recognize elected workers' representatives and negotiate with them in good faith regarding significant workplace issues. If these rights are restricted under law, suppliers shall facilitate the development of parallel means of independent association and bargaining.

2.8 Forced Labour

PPV does not accept forced or unpaid labor, including coercive contracts and illegal employment. All work must comply with local employment laws. Employees shall be free to resign at any time with proper notice, without penalties or deductions. PPV also rejects practices that limit employees' freedom of movement; workers shall not be required to lodge deposits or identity papers with their employer. Suppliers must take steps to minimize risks of forced labor and human trafficking.

3. BUSINESS ETHICS

Suppliers are required to conduct their operations ethically and in compliance with international trade regulations and export control laws. They must implement procedures that promote transparency and ensure that no documents related to their performance under this Code of Conduct can be altered. Suppliers must respect intellectual property rights and protect confidential information from theft,

fraud, and improper disclosure. Suppliers shall provide employees with business ethics training.

3.1 Anti-Corruption

Suppliers may not attempt to improperly influence government or private decision-makers, offer or accept bribes or other improper benefits.

Suppliers are prohibited from offering or accepting services or financial benefits that could be considered improper advantages. Examples include offering bribes, accepting bribes, or engaging in fraud.

3.2 Conflict Zones

Suppliers must ensure that their business activities do not support war, conflict, extremism, money laundering, drug trafficking, illegal arms trade, or human trafficking. This includes the avoidance of conflict minerals.

3.3 Impartiality and Conflicts of Interest

Suppliers must avoid conflicts of interest that could compromise their integrity. Any potential conflicts of interest must be disclosed to PPV.

3.4 Fair Competition

Suppliers may not participate in anti-competitive activities such as price fixing, market sharing or price manipulation.

4. ENVIRONMENT

Suppliers shall comply with environmental legislation and responsibly manage and prevent current and future environmental risks.

Suppliers shall actively work to reduce climate emissions and pollution to air, land and water from their own production and in their value chain and to streamline their use of resources.

Significant environmental incidents shall be reported to PPV AB with information on the management plan and measures within a reasonable time.

4.1 Chemicals management

Suppliers' handling and use of chemicals must be safe for workers and the environment and, where possible, the supplier must implement measures for the substitution of hazardous chemicals.

4.3 Emission of greenhouse gases

PPV encourages all suppliers to reduce their climate impact and set greenhouse gas reduction targets for their operations. Suppliers should calculate and openly share the CO₂e footprint of their products and services sold to PPV.

4.4 Natural resource use

Suppliers are expected to work towards optimized resource use of natural resources and ensure that waste and hazardous substances are handled safely and legally throughout the supply chain.

4.5 Environmental rights

The supplier shall not participate in illegal eviction or taking over of land, forest or water, or contribute to the deprivation of people's means of subsistence.

The rights of indigenous peoples shall be respected, including the right to free, prior and informed consent.

The right to a safe, clean, healthy and sustainable environment shall be respected.

5. IMPLEMENTATION AND COMPLIANCE

Compliance with the Code may be verified through audits by PPV itself or by third parties. Suppliers should regularly review their own procedures to ensure compliance. In the event of repeated or prolonged non-compliance, the business relationship may be terminated and legal action may be taken.

Business partners are encouraged to use PPV's whistleblowing service to raise known non-compliance and violations:

6. ZERO-TOLERANCE STANDARDS

Unacceptable violations include instances of forced labor, child labor, inhumane treatment, hazardous work environments, environmental degradation, and complicity in humanitarian crimes. In these cases, the business relationship will be terminated and the matter will be referred to the relevant authorities.

As a supplier to PPV, we ensure that we will uphold these standards in our operations.

Name and role:

Company name:

Date: