



## Fondia's Supplier Code of Conduct

### Introduction

Sustainability and taking care of each other is embedded in Fondia's organizational culture. It is how we treat each other and our customers, our society, and our stakeholders and how we foster economic performance now and in the future. We are committed to conducting our business in a responsible and sustainable way and we expect the same commitment from our suppliers.

To this end, we have developed this Supplier Code of Conduct ("SCoC") which is applicable to our suppliers. This SCoC is based on the UN Global Compact's 10 principles for sustainable development and Fondia's own Code of Conduct. We expect that our suppliers exercise good judgement, care, and consideration by following both the requirements and the intention of this SCoC. In addition, this SCoC, Fondia expects all suppliers to comply with applicable national and international laws and standards.

### Business Ethics

Suppliers are expected to demonstrate the existence of processes to implement appropriate internal ethical guidelines. Suppliers should ensure that management systems and practices are in place to ensure the prevention of fraud, bribery and corruption and other improper payments and gifts.

### Working environment and social conditions

Suppliers are expected to support and respect internationally declared human rights and ensure that they are not complicit in human rights abuses.

Suppliers shall respect their employees' right to form or join trade unions as well as the right to collective negotiations. Suppliers shall comply with national legislation and agreements regarding working hours, wages, and benefits.

Suppliers shall not use child labour. Specifically, Fondia upholds ILO (International Labour Organization) Convention 138 on the minimum age and Convention 182 on elimination of the worst forms of child labor and expects all suppliers to work in line with these standards.

Suppliers are expected to ensure that there is no forced, bonded, or involuntary labour. No employees are required to lodge "deposits" or identity papers with their employers. Employees should be able to

leave without penalty after giving reasonable notice. No employee should pay for a job.

Suppliers shall at least comply with the minimum standards according to local laws and regulations

regarding the working environment. Adequate steps should be taken to prevent accidents occurring in the normal course of work.

Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation is not acceptable. Disciplinary and grievance procedures shall be clearly documented and communicated to all employees. All disciplinary measures of a serious nature shall be recorded.

### Environment

Suppliers are expected to demonstrate, where relevant, the ability to monitor and review environmental performance, the degree to which their operations are covered by recognised environmental management systems (or the organisation's intention towards such accreditation), the awareness of potential environmental risks inherent in their production, service or sourcing activities, the implementation of any appropriate processes to mitigate potential environmental risks, and the degree to which products and services have been designed with environmental considerations in mind.

As Fondia is committed to reduce its CO2 emissions in a verifiable manner, suppliers shall at request provide data on the amount of CO2 emissions incurred from the products or services delivered to Fondia.

### Follow-up and enforcement

Enforcement of the requirements set out in this SCoC is the responsibility of suppliers. Where it is found that a supplier's conduct is not in accordance with this SCoC, Fondia will seek to engage with that supplier and encourage improvement in their environmental, social, and ethical performance. In critical cases and subject to our contractual commitments, we may terminate our business relations with immediate effect.