



These Rules of Conduct follow Kraftringen's Code of Conduct and Guidelines for Purchasing and are aimed at all suppliers. The Rules of Conduct are accepted via our website.

Rules of Conduct

Kraftringen's Supplier Rules of Conduct are based on Kraftringen's business concept, "Together with conscious customers and partners, we create energy that drives the development of a sustainable society." Kraftringen, as a municipally-owned energy company, has a special role to play and a responsibility to contribute to a sustainable society. Suppliers to Kraftringen are important stakeholders that are expected to share the view of the company's role in society and act in accordance with Kraftringen's values.

Anti-corruption, bribes and money laundering

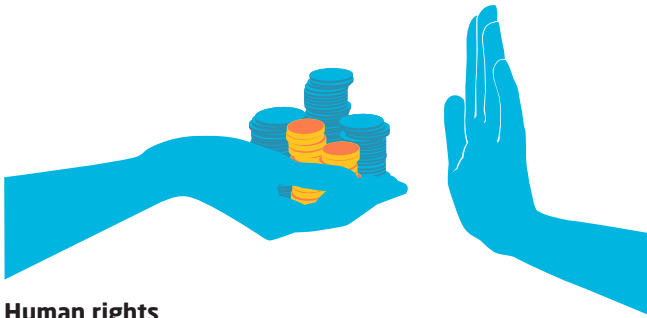
Kraftringen has a responsibility to customers, suppliers, employees and shareholders to act in a professional and ethically correct manner. Kraftringen's employees and suppliers must, therefore, abide by the Swedish Anti-corruption Institute's (IMM) "Code on Gifts, Rewards and other Benefits in Business".

Money laundering

Money laundering means that money from criminal activities is converted into assets that can be reported openly. Kraftringen and its suppliers must not participate in any transaction that they know or suspect may be linked to criminality or terrorism.

Confidentiality

Kraftringen's suppliers must never reveal confidential information to a third party without Kraftringen's consent. Confidential information includes, among other things, Kraftringen's financial and commercial circumstances, strategies, information on suppliers, IT systems, campaigns, analyses and sensitive personal data.



Human rights

Kraftringen's suppliers must respect basic social requirements in their operations. Products supplied to Kraftringen, or used on behalf of Kraftringen, must be produced under conditions compatible with:

- the International Labour Organization's (ILO) eight core conventions nos. 29, 87, 98, 100, 105, 111, 138 and 182
- the United Nations Convention on the Rights of the Child, article 32
- the employee protection and working environment legislation valid in the country of manufacture
- the labour laws, including minimum wage legislation, and the social insurance protection valid in the country of manufacture

The supplier must respect human rights in accordance with the UN definition.

Principles and the rights of employees

The laws of the countries in which the supplier operates must be respected and always constitute the minimum level of employee conditions. If national legislation sets more stringent requirements than the ILO conventions or the UN's Universal Declaration of Human Rights, the national legislation is always given precedence.

• No use of child labour (ILO 138 and 182)

Child labour, in accordance with the definition in the ILO convention, must not be used and the supplier is responsible for checking this and taking measures where relevant.

• No use of forced labour (ILO 29 and 105)

The use of any form of forced or compulsory labour is not acceptable.

• Diversity and non-discrimination

Workplaces where Kraftringen operates must be characterised by diversity and an open atmosphere where everyone respects each other. Discrimination on the basis of gender, age, ethnic, national or social origin, sexual identity, disability, or religious or political beliefs is not permitted.

• Wages and working hours

Wages must be paid to the employees at the agreed time and in full. The statutory national minimum wage is the lowest acceptable wage. Weekly working hours must not exceed the legal limit, and overtime must be paid.

• Freedom of association and right to organise (ILO 87 and 98)

In countries where freedom of association is limited or in development, the supplier must ensure that employees can meet with management to discuss wages and working conditions without negative consequences.

Environment

The supplier must strive to reduce energy and resource consumption, as well as waste and emissions into the atmosphere, ground or water. Chemicals must be handled in a way that is safe for people and the environment. Substances, techniques and methods that harm the environment must be replaced by less environmentally damaging alternatives as far as is possible. A life-cycle perspective is to be sought for in the selection of materials and chemicals.

Health and safety

The work environment must maintain a level consistent with Swedish and international laws, regulations and guidelines. Employees must be informed about the possible health risks the work may involve. All employees must have access to the appropriate safety equipment and use it.



Inspections and deviations

The supplier, when its authorised representative accepts this document, approves that the supplier, and any subcontractor it may have, will follow the requirements formulated in this document. The acceptance entitles Kraftringen, through inspection or other means, to investigate compliance with the document's requirements.

If Kraftringen becomes aware of actions or circumstances that are not in accordance with these Rules of Conduct, Kraftringen is entitled to require that suppliers take the necessary measures. Kraftringen is entitled to terminate purchases or other agreements with a supplier, and/or companies in the same company group, if these Rules of Conduct are not complied with. In such circumstances, the supplier is not entitled to pursue any claims against Kraftringen.