

Brickpack AB

Supplier Code of Conduct

The Brickpack Supplier Code of Conduct (hereinafter referred to as 'Code') sets out minimum requirements for our direct suppliers and select sub-suppliers as decided by us (hereinafter referred to as suppliers) to operate in accordance with responsible business principles detailed in this Code and in full compliance with all applicable laws and regulations. Where the standards in this Code differ from local and national laws as well as international standards, we expect our suppliers to apply the stricter standard. In the event of standards in this Code conflicting with local and national laws as well as international standards, we encourage our suppliers to address such conflicts to us in order to jointly establish the most appropriate course of action

Our suppliers are selected and evaluated beyond the basis of economic criteria. We also look closely at environmental protection, compliance with human rights, labor and social standards as well as anti-discrimination and anti-corruption policies.

We also expect our suppliers to use their best efforts to implement these standards with their suppliers and subcontractors. Inspired by the United Nations Global Compact initiative, the United Nations Guiding Principles and Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. Our Supplier Code of Conduct represents our understanding of these ESG standards.

Environment

- **You comply with all applicable environmental, health and safety regulations.**
- **You promote the safe and environmentally sound development, manufacturing, transport, use and disposal of your products.**
- **You aim to reduce or eliminate waste of all types including water and energy by practices such as improving production, maintenance and processes, change of material, conservation and recycling and reusing materials.**
- **You ensure by using appropriate management systems that product quality and safety meet the applicable requirements.**
- **You protect your employees' and neighbors' life and health, as well as the general public at large against hazards inherent in your processes and products.**
- **You provide information on measures to deal with emergencies and accidents, including adequate first-aid arrangements**
- **You use resources efficiently, apply energy-efficient and environmentally friendly technologies and reduce waste, as well as emissions to air, water and soil. In a joint effort to reduce the impact we have on our environment we expect You to take every effort to reduce GHG emissions (decarbonization) in their own supply chain and to strive for their individual emission reduction targets or net-zero goals**
- **You minimize your negative impact on biodiversity, climate change and water scarcity.**
- **You ensure that the chemical, physical and biological substances and agents under your control are without risk to health when the appropriate measures of protection are taken (such as safe handling, movement, storage, use, recycling and reuse and disposal.**
- **You use good environmental practices that avoid deforestation and protect against conversion of natural and critical habitats leading to a loss of biodiversity**

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- You where applicable, make any effort to avoid noise pollution, monitoring, controlling and largely reducing noise emissions caused by industrial machinery, construction and vehicles

Social

- **You conduct business according to the highest ethical standards, which also includes non-discrimination in screening or hiring practices based on race, color, age, sex, gender, gender identity, gender expression, etc**
- **You support the protection of internationally proclaimed human rights, fight forced labor (including modern slavery and human trafficking) and child labor**
- **You uphold the freedom of association and the right to collective bargaining in accordance with applicable laws.**
- **You treat your employees with respect and provide a workplace free of harassment or abuse of any kind, harsh and inhumane treatment, unlawful practices or discrimination.**
- **You respect the rights of women and seek to establish an environment in which they can access opportunities to participate in the workplace on an equal basis.**
- **You respect the rights of indigenous and tribal peoples and their social, cultural, environmental, and economic interests, including their connection with lands and other natural resources.**
- **You enable your employees and other stakeholders to report concerns or potentially unlawful practices at the workplace (Whistleblower Protection). You provide your employees with avenues for raising legal or ethical issues or concerns without fear of retaliation. You are expected to take action to prevent, detect, and correct any retaliatory actions.**

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- You comply with minimum wages and working hours in accordance with local laws and ensure compensation of a living wage according to local living conditions.
- You must steer clear of any and all business practices that involve the forced eviction of peoples and communities and the subsequent acquisition of forests, lands and water supplies.
- Brickpack does not accept any form of violation of animal rights as declared by the World Organization for Animal Health. Animals shall not be raised and killed for the sole purpose of furthering a Supplier's business success.
- You shall not engage with private or public security forces with the goal of protecting a business project.

Governance

- You abide by all applicable national and international trade laws and regulations including but not limited to antitrust, other competition laws, trade controls, applicable trade rules, export controls, restrictions, sanctions and import-export, economic sanctions, embargos including laws, regulations and sanction regimes.
- You compete honestly and fairly, comply with applicable antitrust and competition laws and never participate in anti-competitive practices.
- You disclose any potential or actual conflict of interest to Brickpack;
- You consider business integrity as the basis of business relationships.
- You prohibit all types of bribery, corruption and money laundering.
- You forbid gifts to private or public officials that aim to influence business decisions or otherwise encourage them to act contrary to their obligations.

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- You respect the privacy and confidential information of all your employees and business partners as well as protect data and intellectual property from misuse.
- You implement an appropriate Compliance Management System, which facilitates compliance with applicable laws, regulations, and standards.
- You have a reporting system to ensure that employees can voice grievances anonymously and without fear of reprisals on any aspect of this Code. All grievances should be investigated in a fair and timely manner.

Ensuring the principles of sustainable development in our supply chain is important to us. You may acknowledge the principles stated above or demonstrate your commitment via compliance with your own code of conduct or company policies that embrace these standards. BRICKPACK reserves the right to conduct audits or assessments to ensure your compliance and will take appropriate steps regarding our relationship with you if there is a reason for concern. BRICKPACK reserves the right to discontinue any relationship for non-adherence to international principles, failure to correct violations, or displaying patterns of non-compliance with these standards.

Confidentiality

BRICKPACK products and services are highly specialized. During the course of employment with BRICKPACK, an employee may be given access to confidential information, including but not limited to a variety of private customer and/or personnel information. All such information should be considered private/confidential unless the employee knows who is authorized to view the information. Any questions as to what constitutes confidential information should be directed to BRICKPACK management.

Should you have any concerns about illegal or improper conduct,
please contact us at Brickpack

Switchboard: 0430-295 50

E-mail: info@brickpack.se