



ZamPart

Supplier Code of Conduct

RZ ZamPart is committed to high standards of business ethics and sustainability. We have implemented a Code of Conduct within the company that all employees observe in the daily business. In this document we summarize the expectations we have of you as a supplier to RZ ZamPart.

This Supplier Code of Conduct is aligned not only with our own Code of Conduct but also with the high expectations from our customers. It is based on the UN Global Compact's ten principles and relevant conventions of the International Labour Organisation.

In this document we state a few important requirements for you as a supplier to RZ ZamPart to follow. We also wish you to aspire even higher and continuously improve your performance in these areas, we also need you to cascade the scope within your organization as well as to cascade this information further down in your supply chain.

We expect from you as a supplier to operate honestly and be transparent with facts and data in relation to our requirements. We also wish that you could inspire us with your progress in these areas and further improve our mutual performance.

Requirements

1. Compliance with laws and regulations

The supplier should operate in full compliance with all laws and regulations applicable to its business.

2. Labour and Human Rights

Child labour is not accepted. Minimum working age is never below 15 years, and young workers of age 15-18 shall be protected from conditions of work which are harmful for their health or development. Everyone (women, men or transgender identities, minorities and indigenous people) should be treated with respect and be given the same rights, opportunities and conditions at work depending on their ability. Discrimination or harassments in any form should not be tolerated, neither in the workplace nor in recruitment. According to the Discrimination Act in Sweden, women, men or transgender identities must be treated equally both in workplace and in recruitment. A person's gender, ethnicity, religion or other belief, disability, sexual orientation or age must be treated equal both in workplace and in recruitment. Recruitment must be ethical throughout the process and in the case of any collaborations with recruitment companies this must be stated as a requirement before the process starts.

Suppliers shall ensure that they do not engage in any form of modern slavery or non-voluntary labour. RZ ZamPart expects our suppliers to compensate employees fairly and, as a minimum, to comply with laws and collective bargaining agreements. These standards should also comply to working and resting hours. All employees shall have the right to join, or not join, unions and bargain collectively.

3. Health, Safety and Environment

Suppliers shall ensure a process to identify and, if possible, eliminate safety hazards. If hazards cannot be controlled employees shall be freely provided with appropriate protective equipment. Preparedness for accidents, incidents and fire shall include procedures, functional equipment and training to provide a safe workplace.

RZ ZamPart expects the suppliers to monitor and reduce their use of energy and raw materials. Any waste or emissions should be monitored and tracked. Waste should be sorted for re-use and recycled. Chemicals should be handled in a safe way; the supplier should have implemented procedures for all used chemicals. The supplier shall have policy's regarding emissions (GHG), noise emissions, renewable energy, water and air quality, reuse and recycling, consumption and management. Our end customers have high standards in these areas that we and you are expected to comply with. Due to the nature of business, animal welfare, biodiversity, soil quality, land use and deforestation shall also be considered and included if applicable.

RZ ZamPart expects the suppliers to operate in full compliance with all laws and regulations applicable to its business along with a sustainable approach to minimize the impact within land, forest and water rights and forced eviction if applicable within the scope of activity of the supplier. Use of conflict mineral or metals sourced from areas controlled by armed groups shall be avoided and any risk of use should be reported to RZ ZamPart.

If the nature of the business or location requires private or public security teams, these must be used to the appropriate extent to protect the business, personnel and the stakeholders that might be affected. This also includes IT, documents and intellectual property.

4. Trade, Ethics and Information

The supplier must refrain from all forms of corruption, extortion and bribery. Suppliers shall respect and comply with all applicable fair trade, competition and anti-trust laws- and regulations and completely avoid working with counterfeit parts. The supplier must follow export controls and economic sanctions and have the required permits for the business.

All conflicts of interest or possible situation of this should be avoided and reported to RZ ZamPart. The supplier has financial responsibility according to laws and regulations and shall have Accurate Records. The supplier must consider confidentiality and no disclosure of information and shall always use "need-to-know" approach in its organisation and in contact with sub suppliers and stakeholders.

Information from RZ ZamPart or our customers should be handled properly and only used for which it was provided. Suppliers should have procedures in place for safe handling of personal data, whistleblowing and protection against retaliation.

We expect you to have a company statement such as a Code of Conduct and policy's integrated in your daily business. We also expect you to send these requirements and values further in our common supply chain to continuously improve the sustainability of our joint business.

