

Subject: Supplier Code of Conduct	Version: 2.0
Approved by: Board of Directors	Approval date: 2025-04-15

PIAB GROUP SUPPLIER CODE OF CONDUCT

1. Introduction

Integrity and high ethical standards are fundamental to Piab Group's operations, ensuring trustworthiness with our customers and stakeholders. We expect the same level of integrity and ethical behavior throughout our entire value chain. We respect and support the protection of human rights and has signed the UN Global Compact and hence adhere to the ten principles on human rights, labor, environment and anti-corruption. We expect our business partners to uphold these principles as well.

This Supplier Code of Conduct, aligned with Piab Group's Code of Conduct, applies to all our business partners, such as consultants, distributors, agents, suppliers (and sub-suppliers should such be used while engaging with Piab Group) and other representatives (jointly referred to as the “**Supplier/s**”). Adherence to this Supplier Code of Conduct is essential for maintaining a relationship with Piab Group.

As a Supplier you must be able to verify compliance with this Code of Conduct. Upon our request, the Supplier shall provide necessary documentation/information or allow Piab Group access to the Supplier's premises for us to verify compliance.

2. Compliance with laws

Complying with laws and regulations

Piab Group adheres to all applicable laws and regulations in our operational markets and expects Suppliers to do the same. We do not tolerate any illegal or unethical actions.

3. Business ethics

Competition and anti-trust

Piab Group requires its Suppliers to comply with all applicable competition and ant-trust laws for a free and open competition. Piab Group does not accept any illegal behavior such as market sharing, customer allocation or price fixing.

Anti-corruption and -bribery

Piab Group expect the Supplier not to tolerate corruption in any form, including extortion and bribery, and irrespectively of whether such illegal activity is conducted by action or as negligence. No illegal payments, bribes, facilitation payments or other questionable inducements to influence a business transaction shall be used.

Trade compliance

The Supplier shall comply with national and international trade and export laws, regulations, and embargoes. The Supplier shall not supply to Piab Group any goods that have been sourced from parties that are subject to sanctions imposed by the United Nations, the European Union, the United States, or any other country with jurisdiction over the Supplier.

Conflict of Interest

All Piab Group's business decisions shall be based on objective criteria and any conflict of interest between a Piab Group representative and a Supplier must be avoided. A conflict of interest arises when private interests, or personal relationships may influence a business decision rather than what is best for the company you represent. The Supplier is expected to notify Piab Group in the event of a situation of conflict of interest.

Confidentiality and company assets

The Supplier shall protect all confidential information provided by Piab Group and properly respect and protect the technology, know-how and other intellectual property of Piab Group and others.

Data Protection

The Supplier shall respect individuals and their personal data and shall comply with applicable data protection laws and regulations.

4. Human Rights and Labour standards

Human rights

The Supplier is expected to support and respect the protection of internationally proclaimed human rights and must not be involved in any human rights abuses, whether directly, nor indirectly.

No Discrimination or harassment

Piab Group values and promotes diversity, and the Supplier shall not tolerate any form of harassment or discrimination based on, for example, race, color, gender, sexual orientation, marital status, pregnancy, parental status, religion, political views, nationality, ethnic background, social origin, social status, disability, age or union membership.

Freedom of association

The Supplier shall respect the freedom of association. All employees shall have the right to lawfully form, join or refrain from joining labor unions, bargain collectively, seek representation and join worker's councils in accordance with local law and international conventions.

No Forced labor, including child labor

Piab Group does not tolerate forced, compulsory or involuntary labor in any form. The Supplier shall comply with the International Labor Organization's (ILO) framework for minimum age for employment or work (unless any local legislation sets a higher age, in which case such higher ages shall apply). The Supplier shall ensure that labor is freely given and that employees are free to leave the employment in accordance with established rules. All employees shall be entitled to leave their workplace during non-working hours.

Working terms

Piab Group expects the Supplier to ensure fair and reasonable working hours, compensation and other working conditions for all employees. At a minimum the Supplier shall comply to applicable laws or industry standards.

Working environment

The Supplier shall ensure a healthy and safe work environment for its employees and take appropriate actions to prevent workplace accidents or illness (e.g. first aid equipment must be available, proper safety equipment shall be provided, exits shall not be blocked, all employees shall receive information about safety arrangements, fire alarms shall be tested and evacuation trainings carried out on regularly).

Conflict minerals

The Supplier is requested not to use or source conflicted minerals from high risk and conflict-affected areas where the mining of the minerals may result of serious human rights violations or where business transactions could be used to finance armed groups. All products supplied to Piab Group shall be in compliance with relevant laws and regulations regarding conflict minerals.

5. Environment and sustainability

Piab Group expects the Supplier to comply with all applicable legal environmental requirements, to obtain, maintain, and comply with all required environmental permits and licenses needed for its operations. The Supplier is further expected to work towards an ecologically sustainable society, including continually seeking ways to reduce resource consumption (e.g. energy, waste and water) and minimize the environmental impact of its operations.

6. Quality

The Supplier shall comply with all applicable quality, regulatory and industry standards and regulations, ensuring that all products and services delivered to Piab Group meet the highest level of quality and safety.

7. Reporting of violations

In the event of a violation, or suspected violation, of this Supplier Code of Conduct, we encourage the Supplier to immediately notify Piab Group. Notification should be made either to your Piab Group contact person or through our whistleblowing channel available at www.piabgroup.com. Violations will be addressed promptly and may jeopardize the Supplier's business relationship with Piab Group, including termination.