

Heading:	Date:
1. SUPPLIER CODE OF CONDUCT	2019-08-09
Sub-heading	Revised:
1.0 for Piab AB and Piab Group	
Drawn up by:	Approved by:
Johan Smitterberg, Head of Procurement	Cathrine McKnight

Introduction to Piab Group Supplier Code of Conduct

This Supplier Code of Conduct has been developed for the purpose of protecting human rights, promoting fair employment conditions, safe working conditions, responsible management of environmental issues, and high ethical standards.

Scope

The Supplier Code of Conduct contains minimum requirements applicable to all of Piab' suppliers and sub-contractors.

Compliance with applicable laws and regulations

Suppliers and sub-contractors shall at all times adhere to relevant legislation in the country of operations. If a conflict exists between the Supplier Code of Conduct and national law, national law prevails. Suppliers are also expected to adhere to the 10 principles of the UN Global Compact. If national law stipulates a lower level of protection, the international standards of the UN Global Compact and its underlying conventions and regulations shall constitute a minimum level of protection.

Human rights and labour rights

The Supplier shall support and act in accordance with internationally recognised human rights and minimum labour standards as prescribed by ILO.

Forced labour

The Supplier shall not engage in or support forced, bonded or compulsory labour, nor shall the Supplier require any form of deposit or confiscate identification papers from employees. Employees are free to leave their employment after reasonable notice as required by law and contract.

Non-Discrimination

All the Supplier's employees shall have equal opportunities based on competencies, experience and performance regardless of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, union affiliation, social background or ethical origin. All employees shall be treated with respect. Discrimination, physical or verbal harassment, or any illegal threats are not tolerated.

Child labour

Child labour is never accepted, neither within the Piab Group nor at business partners and Suppliers. The minimum employment age is the age of completion of compulsory school, but never less than 15 years.

Persons between 15 and 18 shall not be employed for any hazardous work, or work that is inconsistent with the child's personal development. A child means a person below the age of 18 years. Personal development includes a child's health or physical, mental, spiritual, moral or social development.

Fair employment conditions

All employees shall have fair and reasonable terms. The Supplier shall comply with applicable laws and industry standards.

Working hours shall comply with applicable laws. The normal work week shall not exceed 48 hours.

Health and Safety

Suppliers shall ensure that work is carried out in a healthy and safe environment. For example, the work space shall be organised in a suitable way from a work environment and fire safety perspective, workers shall be equipped with adequate protection or safety equipment and machines and other devices shall be placed and used in such a way that safety is ensured to prevent accidents.

Freedom of association and right to collective bargaining

The Supplier's employees are free to join, or not to join, trade unions and to bargain collectively. The Supplier shall respect the recognized unions.

Environment

The Supplier and Piab Group shall strive to develop and offer products and services that with high performance contributes to a sustainable world. We shall strive to limit emissions of harmful substances and harmful waste as well as minimize the use of energy and scarce resources.

All materials used for Piab Groups products shall be in accordance with the latest REACH and RoHS directive. Conflict material shall not be used for Piab Group products according to the EU regulation on conflict minerals and the US Dodd-Frank Act.

The Supplier shall always operate in accordance with the precautionary principle.

Anti-corruption and Money laundering

The supplier shall not engage in any form of extortion and bribery, including improper offers for payments to or from individuals performing work for Piab Group, or organisations, shall be tolerated.

The Supplier shall not facilitate or support money laundering.

Compliance

Upon request, a Supplier must, by way of providing information and/or allowing access to premises to the Piab Group or its representative, verify to Piab Group's reasonable satisfaction, that the Supplier comply with these Code of Conduct or similar.

The Supplier is solely responsible for full compliance with this Code of Conduct as well as for communicating the requirements to their suppliers and sub-contractors, and ensuring their compliance. The supplier is also required to take necessary measures to correct any non-conformities. If corrective actions are not implemented within a reasonable time, Piab is entitled to enforce remedies.

The Supplier shall inform Piab Group if they discover a breach of the Code of Conduct in their own operations.

A breach of this Supplier Code of Conduct may constitute a material breach of contract between Piab and the Supplier in which case Piab is entitled to immediately terminate the contract.

Supplier	Signature Supplier	Name and Title	Date
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Acknowledged and Confirmed August 9, 2019.



Cathrine McKnight, COO Piab Group