



Supplier Code of Conduct

Reference to "Visma" in this policy includes all companies in the [Visma Group of companies](#).

Last updated September 2025.





Visma's mission is to empower people by simplifying and automating complex processes in both the private and public sectors. We are committed to building a better society by being a trusted partner to our customers, business partners, owners, and employees. To achieve this, we will always act ethically and responsibly, and comply with applicable laws.

Visma expects our suppliers and partners to conduct their businesses fairly, ethically, and in compliance with our core principles of sustainability. This includes providing correct and consistent information to stakeholders in a timely manner.

If the requirements outlined in this Supplier Code of Conduct are breached, the supplier must notify Visma and rectify the situation within a reasonable timeframe. Breaches are to be reported through Visma's [Whistleblowing channel](#).

Our core principles of sustainability

Visma's core principles on sustainability are described on the following pages, and we expect our suppliers and their subcontractors to comply with these principles as well.

Visma will regularly assess and may audit suppliers to verify adherence to these principles, using either this Code of Conduct or the supplier's own corresponding code as a benchmark.



1 **Compliance with laws and regulations**

The Supplier must comply with all applicable laws and regulations in the countries and jurisdictions where they operate, including all supply chain locations and activities.

2 **Non-discrimination and diversity**

Visma will not accept unlawful discrimination of any kind in working relationships. The Supplier must treat employees equally and with respect, and are expected to promote diversity and inclusion throughout their supply chain.

3 **Fair wages and equal pay for equal work**

The Supplier must commit to paying all employees fair wages, on time, and in accordance with legal requirements. Workers shall receive equal pay for equal work. A living wage must be paid at minimum on a monthly basis, directly to the individual performing the work.

4 **Employee wellbeing and development**

The Supplier must ensure its workers comply with all applicable laws and mandatory industry standards regarding regular and overtime hours, breaks, rest periods, holidays, and parental leaves.

5 **Health & safety**

The Supplier must ensure its employees have a physically, psychologically and socially safe working environment.

6 **Human rights**

The Supplier must respect and support the protection of internationally proclaimed human rights*. Visma will not tolerate any human rights violations among our suppliers, partners, customers, or other stakeholders.

Visma expects all business partners to map their supply chains to assess product-related or geographical risks of adverse human rights impacts, including risks related to forced labour and modern slavery, child labour, freedom of association, and the right to collective bargaining among workers.

** Internationally proclaimed human rights refer to those expressed in the Universal Declaration of Human Rights and the core principles set out in the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work.*

6A

Forced Labour and modern slavery

The Supplier must not use forced, bonded or compulsory labour. All workers shall be employed voluntarily, free from threat of violence, criminal penalty, or movement restriction. Employees shall not be required to lodge deposits, money or personal papers with their employer, and must have the right to leave employment after reasonable notice.

6c

Freedom of association and the right to collective bargaining

The Supplier's employees must be entitled to the freedom of association and the right to collective bargaining.

6B

Child labour

The Supplier must ensure that workers below the minimum age for work or mandatory schooling, as defined by local law, are not employed. If young workers are employed, their work must not be mentally, physically, socially or morally dangerous or harmful, nor interfere with their opportunity to attend school and receive development opportunities. For hazardous work**, the minimum age is 18.

*** Hazardous child labour is defined by Article 3 (d) of the ILO Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, 1999 (No. 182) as: work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.*

7 Privacy and security

Visma continuously strives to safeguard our customers' privacy. It is more important than ever to understand the rights and obligations of individuals and organisations regarding personal information and customer data. The Supplier must comply with relevant legislations and ensure the privacy and security of all data pertaining to Visma, our customers, and business partners.

9 Prevention of Bribery and Corruption

Visma has zero tolerance for any form of fraud, bribery and corruption in any of our own business activities and among business partners, including suppliers, distributors, agents and joint venture partners. Suppliers are expected to conduct reasonable due diligence to prevent and detect corruption in all business arrangements. Suppliers should stay informed about and assess situations prone to fraud, bribery, or corruption, and promptly report any questionable activities.

8 Confidentiality and intellectual property

The Supplier must take appropriate steps to safeguard Visma's confidential and proprietary information or trade secrets of Visma, our customers, other suppliers and related individuals. Such information may only be used for purposes authorised by Visma and in accordance with applicable laws.

10 Environmental management

At Visma, we are actively working to reduce our environmental and climate impacts and mitigate risks to the natural world. Visma expects all suppliers to take a precautionary approach to environmental challenges and undertake initiatives to promote greater environmental sustainability, including, to the extent possible:

- Setting emission reduction targets aligned with the goals of the Paris Agreement, as outlined by the Science Based Target initiative (SBTi).
- Identifying and mitigating climate risks associated with their business.
- Shifting to renewable energy sources and improving energy efficiency.
- Minimising waste and implementing circular thinking into business models.

Further information

Please refer to Visma's [Sustainability Policy](#) for more information.

