SCANMUDRING	Suppliers Code of Conduct		
	SUBJECT: PURCHASING		
	DOCUMENT NO: FIN-B-QP-0002-001	AUTHORIZED HJO	Date: 2026-02-26

1. Purpose and Scope

This Supplier Code of Conduct sets out the minimum requirements for ethical conduct, human rights, working conditions, health, environment and safety, as well as business integrity for all suppliers, subcontractors and business partners providing goods or services to Scanmudring (hereinafter referred to as "suppliers").

Suppliers are expected to comply with this Code of Conduct in their own operations and to actively work to ensure that these requirements are also respected throughout their supply chain.

2. Compliance with Laws and Regulations

Suppliers shall at all times comply with applicable laws, regulations and statutory requirements in the countries where they operate, including but not limited to legislation relating to employment, taxes and duties, environment, competition, and anti-corruption.

3. Human Rights

Suppliers shall respect internationally recognized human rights as set out in the UN Universal Declaration of Human Rights and the ILO Core Conventions.

3.1 Forced Labour and Child Labour

- Forced labour, slavery, human trafficking, or any form of involuntary labour is strictly prohibited.
- Child labour is not permitted. The minimum age for employment shall comply with national legislation and ILO conventions.

3.2 Non-Discrimination and Respect

Suppliers shall ensure equal treatment and shall not discriminate on the basis of gender, age, ethnicity, nationality, religion, disability, sexual orientation, political opinion, or trade union membership.

4. Working Conditions

4.1 Wages and Working Hours

- Wages and compensation shall at a minimum comply with applicable legal requirements and relevant collective agreements.
- Working hours, overtime, and rest periods shall be in accordance with applicable laws.

4.2 Freedom of Association

Employees shall have the right to freedom of association and collective bargaining in accordance with national legislation.

5. Health, Safety and Environment (HSE)

Suppliers shall provide a safe and healthy working environment and work systematically to prevent accidents and occupational health hazards.

- Procedures for risk assessment and safe work execution shall be in place.
- Employees shall receive necessary training and have access to appropriate personal protective equipment.

6. Environment and Sustainability

Suppliers shall work to reduce negative environmental impact and contribute to sustainable development.

This includes:

- Efficient use of resources and energy
- Reduction of emissions, waste, and pollution
- Responsible handling of chemicals and hazardous waste
- Compliance with applicable environmental legislation

Scanmudring encourages suppliers to pursue continuous improvement and to apply environmentally friendly solutions where possible.

7. Business Ethics

7.1 Corruption and Bribery

Suppliers shall not offer, give, request, or receive bribes or other improper advantages, whether directly or indirectly.

7.2 Competition

Suppliers shall comply with applicable competition laws and refrain from anti-competitive practices.

7.3 Conflicts of Interest

Suppliers shall avoid situations where personal or financial interests may conflict with the interests of Scanmudring.

8. Confidentiality and Data Protection

All information shared with suppliers in connection with cooperation with Scanmudring shall be treated as confidential and not used for purposes other than those agreed.

Personal data shall be processed in accordance with applicable data protection legislation.

9. Whistleblowing and Follow-up

Suppliers shall have procedures in place for reporting misconduct or unethical behavior. Scanmudring reserves the right to follow up on compliance with this Code of Conduct through dialogue, self-assessments, or audits.

Breaches of this Code of Conduct may result in requirements for corrective actions and, in serious cases, termination of the business relationship.

10. Implementation and Compliance

This Supplier Code of Conduct forms an integral part of Scanmudring' s supplier agreements. Suppliers are responsible for ensuring that the content is communicated, understood, and complied with within their organization and relevant parts of the supply chain.