

Code of conduct

At Borga, we are aware that our business affects people and the environment, locally and globally. We believe in close co-operation with our suppliers, which includes taking clear responsibility for sustainability throughout the supply chain.

The purpose of Borga's code of conduct is to lay down general principles and standards and to specify what we require of ourselves and our suppliers. Borga has laid down the following principles. We expect our suppliers to work in accordance with our commitments:

- Ethical and responsible behaviour
- Sound resource management
- Respect for all human rights
- Commitment to a healthy climate

Borga's code of conduct applies to all suppliers and their subcontractors who are involved in the production and supply of products and services for Borga. Our suppliers are responsible for informing their employees and others in the supply chain of Borga's code of conduct and for ensuring that it is complied with.

Legal requirements

In addition to satisfying the requirements of the code of conduct, Borga's suppliers must adhere to all national legislation, regulations, and other applicable standards (such as good manufacturing practices and other codes of conduct), as well as other relevant legal requirements based on the principle of adhering to those that are the most stringent.

Human rights and work

Suppliers must treat every employee with respect and must not use physical punishment, threats, violence, or other forms of physical, sexual, psychological, or verbal harassment.

Our suppliers must not engage in child labour. Suppliers that employ young people who are older than the statutory minimum age for employment but under the age of 18 must follow all applicable legislation and regulations for people of their age.

Forced labour is not permitted in any form, nor is the use of illegal labour or imprisonment. This includes all forms of involuntary agreements.

Suppliers must not discriminate or condone discrimination on the basis of race, gender, age, political persuasion, religion, ethnicity, nationality, faith, civil status, parenthood, health, sexual orientation, illness, disability, trade union membership, or any other personal characteristics during either recruitment or employment.

Work environment and safety

Suppliers must provide employees with a safe and healthy workplace in accordance with applicable legislation and regulations.

Appropriate workwear and protective equipment must be available, maintained, used, and provided free of charge to employees working in hazardous or potentially hazardous environments. Suppliers must take measures to ensure the safe handling, storage, and disposal of chemicals and hazardous substances, as well as provide employees with adequate training.



Construction structures, machinery, and other equipment must be safe to use and equipped with the necessary safety features in order to prevent accidents. Preventative measures must be implemented in the workplace in order to protect workers from occupational hazards and to ensure a healthy work environment.

Environmental impact

Suppliers must work to reduce their environmental impact within their business areas on an ongoing basis. This includes being aware of and monitoring key environmental aspects, including the environmental impact of:

- the burning of fossil fuels;
- products and production methods;
- transport;
- the contamination of the air, water, and ground; and
- the management of waste and hazardous substances.

Suppliers must ensure that all chemicals and hazardous substances used in the production of Borga's products comply with the provisions of national environmental legislation, regulations, and industry standards. Waste must be stored, handled, and disposed of responsibly and in accordance with local legislation to prevent contamination and to safeguard the health and safety of employees. Suppliers must take measures to avoid the contamination of water by preventing and reducing the discharge of wastewater.

Anti-corruption

Suppliers must not be involved in any form of corruption, including bribery, kickback/hidden commission, fraud, or extortion. Suppliers must not take any measures that violate or result in Borga violating any applicable anti-corruption legislation or regulations.

Compliance

Suppliers must have procedures for dealing with questions and complaints relating to Borga's code of conduct. At Borga's request, all suppliers must inform Borga of addresses for factories where products are made. Suppliers must agree to Borga and its representatives conducting inspections in order to ensure compliance with this code of conduct. These inspections may be made at any time, at any production facility where Borga's products are made, including the facilities of subcontractors. These inspections may be announced or unannounced. Borga and third parties representing Borga must be given access to the documentation required to verify compliance with this code of conduct.

By signing this acknowledgement, I hereby certify that:

1. We understand and agree that we will conduct our business in conformity with the standards set forth in Borga Group's Code of Conduct; and
2. We acknowledge that the failure to comply with these Codes and this policy may result in our termination as a qualified supplier to Borga Group or any of its subsidiaries.

Company name

Signature

Date

Name in print

Title