

Purpose

Nederman has a position as a leading, innovative and sustainable provider of products, systems and solutions for industrial air filtration in demanding environments, with operations and presence around the world.

Sustainability is firmly rooted in our core values and our way of working with continuous improvement. We strive to ensure that our business is sustainable in all aspects and that we comply with the highest social, ethical and environmental standards at every stage.

Nederman supports and works actively to comply with international guidelines regarding environment, human rights, working conditions, anti-corruption and business ethics, including the Ten Principles of the UN Global Compact, UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises, OECD Convention on combating bribery of foreign public officials in international business transactions, and the UN Global Goals.

This Supplier Code of Conduct (the “Code”) harmonizes with our internal code of conduct and is based on the above mentioned international guidelines. Nederman encourages its Suppliers to establish their own Codes of Conduct or written policy statement based on such guidelines.

The Code applies to any person or legal entity that provides products and/or services to or on behalf of Nederman and its subsidiaries. Nederman requires all Suppliers to comply with the requirements set out in this Code, and to make sure that their sub-suppliers are aware of and comply with standards that are not less strict.

The Supplier shall comply with all laws and regulations applicable to its business. In the event of discrepancies between this Code and applicable law, the strictest standard shall apply.

The Supplier shall have adequate management systems and controls in place to secure and monitor its and its sub-suppliers’ compliance with this Code (or equivalent own standards) as well as applicable laws and regulations. The system shall be in proportion to the size, complexity and risk environment of the Supplier’s operations.

Human and Labor Rights

Fundamentally, the Supplier shall support and respect internationally proclaimed human rights, and make sure that it is not complicit in human rights violations. The Supplier shall assess the risk of causing, contributing to or being linked to serious human rights violations.

Discrimination: No employees shall be discriminated against on the grounds of sex, race, colour, age, pregnancy, sexual orientation, religion, political opinion, nationality, ethnic origin, disease, disability or similar.

Harassment: Suppliers shall commit to a workplace free of harassment and shall foster a social environment with respect for the individual. Suppliers shall ensure that employees are not subject to any physical or psychological inhumane treatment, corporal punishments, threats or false promises.

Forced labor: The Supplier shall not use or benefit from forced labor or any other form of involuntary labor, including involuntary prison labor, slavery and servitude.

Young labor: The Supplier shall not employ persons younger than 15 (or younger than the legal age for employment, if higher than 15). The Supplier shall recognize the rights of young labor (below 18) to be protected from economic exploitation and from work that is hazardous or interferes with the individual's education or moral, social, spiritual, mental or physical development.

Wages and benefits: The Supplier shall pay at least the statutory minimum wage or the wage negotiated in an applicable collective agreement, whichever is higher. The Supplier shall pay the wage regularly and on time. All types of legally mandated benefits and compensations shall be paid, e.g. for overtime. No unfair deductions shall be made.

Working-hours: The Supplier shall ensure that the ordinary working hours do not exceed the legal limit. Employees shall not be required to work in excess of 48 hours per week on a regular basis. Overtime hours shall not exceed applicable law. Employees shall be entitled to at least one day off in every seven-day period (unless otherwise regulated by applicable laws).

Freedom of association and collective bargaining: Suppliers shall respect the basic right of employees to freely, voluntarily and without interference establish and join, or not join, unions and employee representation of their own choice and to bargain collectively.

Healthy and Safe working conditions

Nederman believes that a healthy and safe workplace environment is crucial for employees wellbeing.

Health and safety hazard prevention: The Supplier shall ensure a safe and healthy workplace for all individuals. The Supplier shall continuously carry out risk assessments and consider specific company and industry risks, and take actions to mitigate identified risks. The Supplier shall track and report occupational injury and illness. Managers and employees shall have knowledge about accidents and near-accidents, understand the importance of preventive work and corrective actions and practice it in their daily work. The employees shall also receive appropriate health and safety training and necessary protective equipment free of charge.

Emergency preparedness: The Supplier shall make sure that all employees receive and understand adequate information about safety arrangements in their work area, e.g. on emergency exits, fire extinguishers, first aid equipment.

Environmental management

All people and especially businesses have a responsibility to protect our planet for future generations.

Environmental protection: The Supplier shall endeavor to avoid or reduce adverse environmental impacts from its operations. The Supplier shall handle environmental violations and complaints systematically and inform stakeholders of them.

Resource efficiency and climate action: The Supplier shall strive to integrate practices and technologies that promote energy efficiency and sustainable use of resources. In order to actively reduce its direct and

indirect waste and emissions, both to air and water, the Supplier is encouraged to establish environmental plans. In addition, Supplier specific requirements may be agreed in commercial agreements.

Hazardous substances: The Supplier shall handle hazardous substances and chemicals responsibly, and where reasonably possible, substitute such substances for less hazardous ones.

Reporting of part material composition: Nederman actively strives to eliminate harmful substances from the products, including compliance with the European Union regulation RoHS (Restriction of Hazardous Substances Directive) as well as REACH (Registration, Evaluation, Authorization and Restriction of Chemicals). In order to track and follow up on substances of concern, material composition declarations are requested for new and modified parts.

Business ethics requirements

Nederman is committed to conducting business ethically and in accordance with the law and requires the same of its suppliers. Relationships between Nederman and its Suppliers shall be trustworthy and transparent.

Anti-corruption: The Supplier shall not engage in, nor tolerate, any form of corruption, black-mail or bribery. The Supplier shall not offer, nor accept, any benefits or other means to obtain any improper or unfair advantage. The Supplier shall never allow a third party to engage in corrupt practices on the Supplier's behalf.

Competition and antitrust: The Supplier shall not enter into discussions or agreements with competitors concerning pricing, market sharing or other similar activities which could have anti-competitive effects.

Conflicts of Interest: Avoid and/or disclose internally and to Nederman's all conflicts of interest that may influence business relationships, and to avoid already the appearance thereof.

Money laundering and financial crime: The Supplier shall take preventive actions and perform adequate due diligence(s) to avoid being part of or facilitating money laundering and/or other financial crime.

Data Privacy: Process personal data confidentially and responsibly, respect everyone's privacy and ensure that personal data is effectively protected and used only for legitimate purposes.

Export control: If Customer transfers Products and Services (hardware and/ or software and/ or technology as well as corresponding documentation) delivered by Supplier, Customer shall comply with all applicable national and international export (and re-export) control regulations. In any event of such transfer of Products and Services Customer shall also comply with the (re-) export control regulations of the European Union and of the United States of America.

The Customer warrants that it is not subject, directly or indirectly to any EU, US, UN or other nation's sanctions. Supplier shall not be obligated to fulfill this Contract if such fulfillment is prevented by any impediments arising out of national or international foreign trade or customs requirements or any embargoes or other sanctions.

Responsible sourcing of minerals: The trade of minerals in some parts of the world, funds the most deadly conflicts and worst forms of human rights violations. Suppliers shall exercise due diligence consistent with the relevant parts of the OECD Due Diligence Guidance or equivalent processes along their mineral supply chains. This includes the implementation of policies and measures in order to identify risks and take appropriate action to ensure that the minerals used do not directly or indirectly through the extraction, transport, trade, handling or export of those minerals finance or benefit armed conflicts.

Information regarding smelters or refiners for minerals used by suppliers or subcontractors must be disclosed to Nederman upon request.

Reporting compliance concerns and Audit

A considerate, structured, knowledgeable and engaged management which provides the organization with effective management systems is the base of sustainable business.

Reporting of non-compliance: The Supplier shall promptly notify Nederman, and is moreover encouraged to report, of any noncompliance or suspected non-compliance of this Code, either caused by the Supplier or its subsuppliers. Failure to notify Nederman of such non-compliance shall constitute a breach of this Code. In situations where it is not possible to be open with the identity, Nederman has a “Whistleblowing system”, which enables anonymous reporting of serious wrongdoings. For more information, please see www.nederman.com and Sustainability.

Disclosure and audit: At the request of Nederman, and subject to reasonable non-disclosure undertakings, the Supplier shall in due time provide relevant information to Nederman to monitor the Supplier’s compliance with this Code. Nederman – or a third party authorized by Nederman and reasonably acceptable to Supplier – shall have the right to conduct preannounced audit(s) of the Supplier in relation to its operations relevant for this Code. Audit(s) shall be conducted during normal business hours.

Enforcement: In case of a breach of this Code, Nederman is entitled to demand that the Supplier takes corrective measures. In addition, a breach of this Code that is of a non-rectifiable nature or not rectified swiftly, shall constitute a material breach of any contract(s) between Nederman and the Supplier, which enables Nederman to terminate such contract(s).

Supplier's declaration

We hereby confirm:

1. We have received the "Code of Conduct for suppliers" and hereby commit ourselves, in addition to our obligations under the supply agreements with Nederman also to comply with its principles and requirements.
2. We will use our best efforts to disclose the contents of the Code of Conduct to our suppliers and convince them to comply with its principles and requirements.

Company name

Place and date

Signature

Title

Name (please print)

This document must be signed by an authorized representative of the company and returned within 20 working days of receipt of Nederman.