

We want to collaborate with suppliers that contribute to our sustainability profile. This will improve our joint business. Suppliers and contractors play a critical role for our brand building and our high-quality standards. Therefore, we expect that our suppliers and subcontractors must demonstrate the same high ethical standards as ours. We also expect our suppliers and contractors to require their suppliers and contractors to follow similar ethical standards as described in this document.

Requirements

- Compliance with local laws and UN Global Compact (unglobalcompact.org)
- The delivered product must follow EU directives including:
 - Rohs, [Restriction of Hazardous Substances in Electrical and Electronic Equipment \(RoHS\)](#)
 - Reach, actual SVHC list, [Candidate List of substances of very high concern for Authorization](#)
 - SCIP, [Substances of Concern In Products](#)
- Conflict minerals, fill the link [Conflict Minerals Reporting](#) Template (CMRT) and attached it in an email to Eltwin.

Support and Respect of Human Rights

- No human rights abuse.

Forced and Compulsory Labor is Prohibited

- All work must be voluntary, and all workers must be free to leave upon reasonable notice.
- Employees should not be forced to deposit money, passports, education certificates or similar documentation as a condition for employment.

Child Labor is Prohibited

- No person younger than the age for completing compulsory education or younger than 15 years of age may be employed.
- The minimum age for hazardous work is 18 years.

Discrimination of All Kind is Prohibited

- Equal opportunities regardless of race, religion, gender, age, nationality, disability, personal relationship, union membership and/or political opinion.

Employees' Health and Safety a Priority at All Times

- Safe and healthy working environment.
- Preventive work and training to avoid injuries and illness caused by unsafe working conditions.

Freedom of Association and the Right to Collective Bargaining

Business Code for Suppliers Policy



A Precautionary Attitude to Environmental Issues

- Prioritize resource and energy efficiency.
- Minimize waste, maximize recycling.
- Prevent pollution to land, air, and water.

Anti-Corruption

- All forms of corruption, including extortion and bribery, are prohibited.
- Commitment to fair competition.

Compliance and Follow up

As a supplier to Eltwin Group and NIBE, we require you to take immediate contact if you have questions about how to implement this Business Code.

Suppliers can be asked to provide information as required by Eltwin Group/NIBE regarding the standards in the Business Code. Based on this information, the supplier will be evaluated. Eltwin Group/NIBE encourages the suppliers to evaluate their sub-suppliers.

We have approved and will follow the above.

Date _____

Name _____

Title _____

Company _____

Eltwin Group/NIBE Business Code Policy for Direct Material Suppliers, date 171221

