



## Supplier Code of Conduct for SIBS AB (publ)

### 1 Scope and Background

This Code of Conduct applies to suppliers of SIBS AB, including subsidiaries and affiliated companies. The code outlines how our suppliers must adhere to our core values and is based on the ten principles of the UN Global Compact concerning human rights, labor conditions, the environment, and anti-corruption.

#### **Principles of the UN Global Compact**

##### Human Rights

Principle 1: Support and respect international human rights within the scope of corporate influence.

Principle 2: Ensure that their own businesses are not involved in human rights violations.

##### Labor Rights

Principle 3: Uphold freedom of association and recognize the right to collective bargaining.

Principle 4: Eliminate all forms of forced labor.

Principle 5: Abolish child labor.

Principle 6: Eliminate discrimination in recruitment and employment practices.

##### Environment

Principle 7: Support the precautionary principle concerning environmental risks.

Principle 8: Take initiatives to promote greater environmental awareness.

Principle 9: Encourage the development of environmentally friendly technologies.

##### Anti-Corruption

Principle 10: Combat all forms of corruption, including extortion and bribery.

### 2 Labor Conditions and Human Rights

Our suppliers must not in any way hinder freedom of association or the right to organize into labor unions. All employees of our suppliers must have written employment terms in a language they understand, with leave and rest periods in accordance with the applicable national legislation as the minimum standard.

Our suppliers must not discriminate against individuals based on characteristics unrelated to their qualifications or the inherent requirements of the job.

Our suppliers should maintain a structured approach to workplace safety and provide a physically safe and mentally healthy work environment.

We do not accept any form of physical or psychological punishment or threats thereof. Under no circumstances should child labor as defined by UNICEF, forced labor, or bonded labor occur.

### 3 Environment

The supplier shall:

- Adhere to the precautionary principle and analyze decisions that may have a significant environmental impact.
- Actively work to reduce its environmental footprint.
- Encourage the development of new technologies.
- To the best of their ability, assist in having relevant construction products and chemicals assessed in the Swedish database Byggarubedömningen to meet the requirements for our projects to be certified according to Miljöbyggnad (Swedish sustainable building certification scheme).

### 4 Business Ethics

SIBS do not accept any forms of corruption. The supplier must respect this by refraining from giving or receiving any gifts that could create any form of dependency on either party.

The supplier should adhere to good business practices, promote free competition, and not engage in cartels.

### 5 Information Management

The supplier shall ensure that confidential information is only accessible to those with the proper authorization.

The supplier shall protect our personal data and only retain personal data belonging to any individual from us when necessary and in compliance with GDPR.

### 6 Compliance

As a supplier, you are obliged to confirm in writing that you adhere to SIBS Supplier Code of Conduct, including the questions in SIBS' unilateral evaluation form. SIBS may also conduct site visits themselves or with the assistance of external auditors.

If a supplier repeatedly fails to comply with our supplier code or seriously breaches it, the business partnership will be terminated.

SIBS encourages you to report deviations from this code to any of our managers. If you wish to do so anonymously, you can use our whistleblower function accessible through our website.

### 7 Review and Board Approval

The Supplier Code of Conduct shall be reviewed annually or more frequently if necessary.

This code was adopted by the board of SIBS AB on June 28, 2023.