

SUPPLIER CODE OF CONDUCT

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Kvaser Supplier Code of Conduct

Kvaser is committed to conducting business with integrity and in compliance with applicable laws and regulations. Honesty, fairness and respect for people and the environment are fundamental principles in the way we conduct our business.

This Supplier Code of Conduct sets out the principles and requirements that Kvaser expects its suppliers and business partners to follow. It is aligned with Kvaser's Code of Conduct and is based on internationally recognized standards and principles, including the UN Global Compact, the UN Guiding Principles on Business and Human Rights and the International Labour Organization's (ILO) Core Conventions.

Our suppliers are an important part of our value chain, and we expect them to conduct their business responsibly and to continuously improve their performance where appropriate.

1. Our General Requirements

Kvaser expects its suppliers to conduct their business responsibly with regard to business ethics, human and labor rights and the environment. Responsible sourcing of minerals and materials is also an important part of these expectations.

Scope

For each area of this Supplier Code of Conduct, Kvaser distinguishes between requirements and aspirations.

REQUIREMENT

A requirement defines a basic level of expectation that all suppliers shall meet.

ASPIRATION

An aspiration refers to a more ambitious level, where Kvaser encourages suppliers to establish goals, targets and activities that continuously improve their sustainability performance.

Definitions

The term "supplier" used throughout this Supplier Code of Conduct covers suppliers, contractors, consultants and other business partners providing goods or services to Kvaser.

Suppliers are expected to communicate the principles of this Supplier Code of Conduct to relevant suppliers and subcontractors in their own supply chain and to promote corresponding standards throughout the value chain.

The term "employee" covers everyone working for or on behalf of a supplier, including full-time and part-time employees, temporary workers, consultants, migrant workers, contractors, trainees and management.

Supply Chain Management

REQUIREMENT

Suppliers shall take reasonable measures to identify and manage significant environmental, social and ethical risks within their operations and supply chains.

Where significant risks are identified, suppliers shall take appropriate measures to prevent, mitigate or remedy such risks.

ASPIRATION

Suppliers are encouraged to promote the principles of this Supplier Code of Conduct throughout their own supply chains and to continuously improve their knowledge and management of sustainability risks beyond their direct suppliers.

Compliance

REQUIREMENT

Suppliers shall comply with all applicable laws and regulations in the countries in which they operate.

Where this Supplier Code of Conduct establishes a higher standard than applicable law, suppliers are expected to follow the principles of this Code to the extent permitted by applicable law.

2. Ethical Business Practices

Kvaser expects its suppliers to conduct their business in an ethical, transparent and trustworthy manner.

Fairness in All Business Relations

REQUIREMENT

Suppliers shall conduct their business in an ethical, fair and transparent manner and avoid situations where private, financial or other interests conflict, or appear to conflict, with professional responsibilities.

Suppliers shall comply with applicable competition and antitrust laws and shall not participate in illegal price fixing, market sharing, customer allocation or other anti-competitive practices.

ASPIRATION

Suppliers are encouraged to implement their own Code of Conduct and provide appropriate communication and training to employees.

Anti-Corruption

REQUIREMENT

Kvaser has zero tolerance for corruption, bribery and extortion. Suppliers shall not engage in, endorse or tolerate any form of bribery or corruption, directly or indirectly.

Suppliers shall not offer, provide or accept gifts, entertainment or other benefits that could improperly influence, or appear to influence, a business decision involving Kvaser.

ASPIRATION

Suppliers are encouraged to provide appropriate channels through which employees can raise concerns regarding misconduct without fear of retaliation.

3. Human and Labor Rights

Kvaser expects its suppliers to support and respect internationally recognized human and labor rights and to avoid complicity in human rights abuses.

Respect for the Individual

REQUIREMENT

Suppliers shall provide equal employment and occupational opportunities without discrimination based on gender, race, religion, age, disability, sexual orientation, nationality, social or ethnic origin, citizenship, union affiliation, political opinion or other characteristics protected by applicable law.

All employees shall be treated with dignity and respect. Suppliers shall not tolerate verbal, psychological, physical or sexual harassment, abuse or unlawful threats.

Suppliers shall take reasonable measures to identify and manage significant human rights risks within their operations.

ASPIRATION

Suppliers are encouraged to promote diversity and inclusion and to continuously improve their understanding and management of human rights risks within their operations and supply chains.

Fair Employment Conditions

REQUIREMENT

Suppliers shall provide fair and reasonable employment conditions and comply with applicable laws, collective bargaining agreements and applicable industry standards regarding wages, working hours, overtime, rest periods and leave.

Employment conditions shall be communicated to employees in a format and language they can understand.

Suppliers shall not unlawfully withhold identity documents or require deposits as a condition of employment.

ASPIRATION

Suppliers are encouraged to maintain employment and compensation practices that recognize employees' experience, skills and responsibilities.

Freedom of Association

REQUIREMENT

Suppliers shall respect employees' rights, in accordance with applicable law, to join or form trade unions or other employee representative bodies and to bargain collectively.

Employees shall be able to raise concerns regarding working conditions without fear of discrimination, intimidation or retaliation.

Modern Slavery, Forced Labor and Child Labor

REQUIREMENT

Suppliers shall not engage in or tolerate modern slavery, human trafficking, forced, bonded or compulsory labor or child labor.

The minimum employment age shall be the age of completion of compulsory schooling and never less than 15 years. Employees under the age of 18 shall not perform hazardous work.

ASPIRATION

Suppliers are encouraged to maintain appropriate policies and processes to prevent modern slavery, forced labor and child labor throughout their supply chains.

Health and Safety

REQUIREMENT

Suppliers shall provide a safe and healthy working environment and take appropriate measures to identify, assess and control occupational health and safety risks.

Employees shall receive appropriate information, training and protective equipment where required. Suppliers shall maintain appropriate emergency preparedness and response procedures.

ASPIRATION

Suppliers are encouraged to continuously improve their occupational health and safety performance and to take preventive measures to reduce work-related accidents and injuries.

4. The Environment

Kvaser expects its suppliers to act in an environmentally responsible manner and to comply with applicable environmental legislation.

Environmental Compliance, Emissions and Climate Impact

REQUIREMENT

Suppliers shall comply with applicable environmental laws and regulations and obtain and maintain all environmental permits required for their operations.

Suppliers shall handle materials, chemicals, waste and emissions in a manner that protects human health and the environment and complies with applicable legal requirements.

ASPIRATION

Suppliers are encouraged to measure and reduce their greenhouse gas emissions and environmental impact and to provide relevant environmental data to Kvaser upon request where reasonably available.

Suppliers are encouraged to establish an environmental management system appropriate to the nature and scale of their operations. Certification according to ISO 14001 or equivalent is encouraged where appropriate.

Resource Efficiency, Circularity and Waste

REQUIREMENT

Suppliers shall strive to use energy, water, raw materials and other natural resources efficiently and to minimize waste and emissions.

Waste, chemicals and hazardous materials shall be handled responsibly and in accordance with applicable legislation.

ASPIRATION

Suppliers are encouraged to promote resource efficiency, reuse, recycling and circularity throughout the product life cycle and their value chains.

Hazardous Substances and Material Compliance

REQUIREMENT

Suppliers shall ensure that products, components and materials supplied to Kvaser comply with all applicable substance and material regulations, including, where applicable, REACH, RoHS and requirements under the EU Waste Framework Directive, including SCIP notification requirements.

Suppliers shall provide relevant material declarations, compliance declarations or other supporting information upon request.

ASPIRATION

Suppliers are encouraged to actively seek alternatives to hazardous substances and, where technically and commercially feasible, substitute them with substances having less impact on human health and the environment.

Responsible Sourcing of Minerals

REQUIREMENT

Suppliers shall exercise appropriate due diligence regarding the sourcing of tin, tantalum, tungsten and gold (3TG) contained in products supplied to Kvaser, with the objective of avoiding sourcing that directly or indirectly contributes to armed conflict or human rights abuses.

Suppliers shall, upon request, provide Kvaser with relevant information regarding the origin of 3TG and the smelters and refiners used in their supply chain, using recognized reporting frameworks where applicable.

ASPIRATION

Suppliers are encouraged to apply similar risk-based due diligence to other minerals and materials where significant human rights or environmental risks have been identified.

5. Concerns and Violations

It is important that appropriate action is taken when deviations from the requirements of this Supplier Code of Conduct are identified.

Kvaser reserves the right to request relevant information from suppliers in order to assess compliance with this Supplier Code of Conduct. Where appropriate, compliance may also be assessed through supplier evaluations, self-assessments, site visits or audits.

If non-compliance is identified, the supplier shall take appropriate corrective action within a reasonable timeframe and take measures to prevent recurrence.

Suppliers shall promptly inform their Kvaser contact of serious violations or circumstances that may materially conflict with the requirements of this Supplier Code of Conduct.

Failure to address significant or repeated non-compliance may affect the business relationship with Kvaser and may ultimately result in termination of the relationship.