



SUPPLIER CODE
OF CONDUCT

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Supplier Code of Conduct

1. Purpose

Protan's ethical guidelines for suppliers (the "Guidelines") are part of our framework to ensure that Protan's suppliers, throughout the supply chain, act in accordance with laws and regulations, with respect and in a responsible and ethical manner.

2. Rules and regulations

These Guidelines define the minimum standards that Protan asks suppliers to respect when doing business with Protan. The guidelines cover the following areas: human rights, labor standards, environmental impact, occupational health and safety and fight against corruption. These guidelines are based on the ten principles of the UN Global Compact and the underlying conventions and declarations.

The supplier must always comply with the relevant legislation. In cases where the Guidelines are in direct conflict with national legislation, the national legislation shall always take precedence, but if the Guidelines are stricter than the national legislation, it is the Guidelines that shall apply.

The supplier is responsible for ensuring that the suppliers in its supply chain meet the requirements described in these Guidelines.

3. Scope

These Guidelines apply to suppliers with whom Protan does business, including subcontractors (the "Supplier"/"Suppliers").

4. Areas of responsibility

4.1 Human rights

Fair and equal treatment

The supplier must treat all employees with respect. The supplier shall not discriminate on the basis of, for example, ethnicity, gender, sexual orientation, marital status, social status, religion, political position, nationality, disability, health status, age or membership of a union. No form of psychological, physical, sexual or verbal abuse, intimidation, threats or harassment shall be tolerated.

Right to privacy and confidentiality

The supplier must treat financial information and other personal information confidentially. Information must not be stored in such a way that unauthorized personnel and/or third parties can gain access to it. The suppliers must comply with the applicable laws and regulations on privacy.

4.2 Employee rights

Child labor and young workers

The use of child labor is strictly prohibited. If the Supplier uses young workers under the age of 18, the Supplier must be able to document that the young worker does not perform dangerous work, heavy work or work night shifts.

Forced labour

All work must be voluntary, and workers must be free to leave the workplace or terminate the employment relationship after reasonable notice, i.e. in accordance with the applicable regulations.

Terms of employment

All employees are entitled to an employment agreement in a language they understand and which specifies terms of employment and termination.

Working time

The supplier must always respect and comply with applicable legislation, international conventions and collective agreements on working hours and breaks, including overtime work as well as holidays, sick leave and other applicable absence regulations.

Payment

Employees have the right to equal pay for equal work. The supplier must ensure that all employees pay a reasonable wage, i.e. at least the minimum wage in accordance with national legislation.

Health and safety

The supplier must ensure that all employees have a healthy and safe working environment in accordance with recognized standards, laws and regulations. The supplier must take measures to prevent accidents and health injuries related to the workplace. If necessary, employees must be equipped with appropriate personal safety equipment and properly trained in its use. The supplier must offer regular training to ensure that the employees have satisfactory competence related to health and safety.

4.3 Environment

The supplier must take necessary account of the environment and is expected to comply with relevant national and international laws and environmental standards. The supplier must have effective routines to reduce negative effects on the environment, promote sustainable resource use and minimize greenhouse gas emissions.

4.4 Anti-corruption

Business Integrity

The supplier must comply with laws and regulations relating to bribery, corruption, fraud and all other illegal business activities. The supplier shall neither directly nor indirectly offer or give any form of undue advantage to customers, public officials or partners with the intention of obtaining personal or business advantages.

Gifts

The supplier must not, directly or indirectly, offer gifts or benefits to Protan's employees, representatives of Protan, or anyone closely related to them, unless the gift is of modest value. Monetary gifts shall not be given. Courtesy gestures such as social events, meals or entertainment can be offered if there is a business aspect involved and the cost is kept to a modest level.

Conflict of interest

The supplier must avoid situations which in its cooperation with Protan could create a conflict of interest or give the impression of doing so. If the supplier becomes aware of an actual or perceived conflict of interest related to the collaboration, Protan must be notified immediately.

Fair business conduct

The supplier shall conduct business in accordance with antitrust laws and regulations and in a fair and ethical manner, promoting healthy competition.

5. Notification of breach of conditions

The supplier shall have routines for reporting breach of conditions in connection with the execution of the contract and the routines shall be accessible and known. If the Supplier discovers a breach of the principles in these Guidelines, the supplier shall inform Protan and take the necessary corrective actions in a timely manner at no cost for Protan.

6. Implementation and Compliance

Protan reserves the right to ask the Supplier to answer a self-assessment questionnaire in which the Supplier must participate. If necessary, Protan can carry out audits and visits to facilities to observe/verify the Supplier's operations. This will be based on a risk assessment approach.

In the event of identified deviations from the Guidelines, the Supplier will be asked to provide an action plan that Protan must approve. Protan reserves the right to terminate the contract with the Supplier in the event of significant breaches of the obligations described in these Guidelines and underlying conventions and declarations.