

Responsible Procurement

Introduction

ONE Nordic AB is committed to achieve an outstanding level of Corporate Responsibility (CR) in all its business activities. In support of this, ONE Nordic AB is committed to ensuring that work that contributes to its success considers the needs of the present generation and anticipates those of the future.

This Policy reflects the high standards we set for ourselves and expect from our suppliers, their sub-contractors and our business partners. Our business builds on trust and this policy. Our policies and values define the way we do business. The Responsible Procurement Policy is firmly rooted in International Conventions and declarations as represented in the ten principles of the UN Global Compact.

This Policy specifies the minimum standard of CR performance we expect from our suppliers, their sub-contractors and our business partners. We may visit production sites to check compliance and we are prepared to work with these third parties to achieve or improve compliance with the policy. We will include this Policy in our tender specifications and consider it whenever awarding business to suppliers. ONE Nordic AB is prepared to take country or cultural differences and other relevant factors into consideration, but will not compromise on the fundamental requirements described in this Policy.

We aim to implement this Policy throughout our supply chain, within our sphere of influence. We also expect that our suppliers encourage and work with their own suppliers to ensure that they also meet the principles of the UN Global Compact.

Minimum standard of CR performance expected from our suppliers

All business partners and suppliers to ONE Nordic AB will as a minimum requirement comply both with the principles laid out in this Policy and the applicable laws in the countries in which they operate.

ONE Nordic AB has identified three areas it believes to be key to securing a high level of CR within the supply chain. These are:

1. Respect the Human Rights and secure appropriate working conditions of employees
2. Minimize environmental impact
3. Maintain high standards of ethics and business integrity

1. Employees

- Respect human rights. We expect our suppliers, their sub-contractors and our business partners to support and recognize the United Nations Universal Declaration of Human Rights and to ensure that they are not involved in human rights abuses.
- Provide a safe and healthy working environment. Employees at our suppliers, their sub-contractors and our business partners must be provided with a safe and healthy workplace in compliance with the applicable laws and regulations. As a minimum, employees must have access to potable water and sanitary facilities, adequate fire safety, lighting, ventilation and where appropriate personal protective equipment (PPE). PPE is supplied free of charge and workers receive training in the use of this equipment and general safety standards.
- Not use child or forced labour. Suppliers, sub-contractors and our business partners will not use child labour, involuntary labour, bonded or forced labour in line with ILO Conventions C138 and C182.
- Not allow discrimination or harassment. Every employee will be treated with respect and dignity. No employee will be subject to any physical, sexual, psychological or verbal abuse or harassment pertaining to any aspects of their gender, race, religion, age or lifestyle, background or origin.
- Provide transparent working hours and compensation. Working hours should be compliant with the applicable laws. Workers should have contracts stipulating their working hours and wages. All wages should be paid without delay and in accordance with the applicable laws.
- Allow freedom of association and collective bargaining. Suppliers are to respect the rights of employees to freely associate, organize and bargain collectively in accordance with applicable laws, regulations and ILO conventions.

2. Environmental

Suppliers should recognize the environmental impact of their business and ensure that they act in a responsible manner and continually work to lessen their impact on the environment.

- Care for the Environment. Suppliers are expected to have developed and implemented an environmental policy and operate in compliance with all applicable laws and regulations addressing environmental protections.
- Managing Hazardous Materials. Chemicals and other materials identified as hazardous when released to the environment are to be managed to ensure their safe handling, movement, storage, reuse or disposal. The use of hazardous materials should be minimized when other less hazardous alternatives are available.
- Minimizing resource use, waste and emissions. Continuous improvements in resource efficiency are integrated in management and operations. Waste of all types and emissions to air, water and soil shall be minimised, characterised and monitored.

3. Business Integrity

- High Ethical Standards. We expect our suppliers to uphold high standards of business ethics, to respect local laws and not engage in corruption, bribery, fraud, or extortion.
- Transparent Business Relations. Suppliers, their sub-contractors and our business partners will not offer or accept gifts, payments or other advantages which might be capable to induce a person to enact contrary to prescribed duties.

The Ten Principles of the UN Global Compact

The Global Compact's ten principles in the areas of human rights, labor, the environment and anti-corruption enjoy universal consensus and are derived from:

- The Universal Declaration of Human Rights
- The International Labor Organization's Declaration on Fundamental Principles and Rights at Work
- The Rio Declaration on Environment and Development
- The United Nations Convention Against Corruption

The Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labor standards, the environment, and anti-corruption:

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labor Standards

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labor;

Principle 5: the effective abolition of child labor; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies

Anti-Corruption

Principle 10: Businesses should work against all forms of corruption, including extortion and bribery.

Place and date.....

Org.reg.nr:.....

D&B, D-U-N-S® Number:.....

Supplier/Vendor/Consultant.....

Company name:.....