

2025-02-13

Business Code for Suppliers

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 adhere to similar ethical standards as described in this document.

Requirements

Compliance with local laws, regulations, standards and UN Global Compact (www.unglobalcompact.org). Required to hold all relevant permits, licenses and registrations.

Support and Respect of Human Rights.

- As Supplier must respect internationally recognized human rights and not cause, contribute to, or be linked with a negative impact on human rights, through its business operations.

Forced and Compulsory Labor are 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

- Young persons between 15 and 18 years of age may work with non-hazardous tasks, provided they have reached the legal age to work and have completed national compulsory schooling, or if the work allows for parallel implementation of compulsory schooling.

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.
- NIBE believes that accidents, incidents, injuries, near misses, work-related illnesses and unsafe conditions are often to a large extent preventable. Therefore, it is of great importance to take preventive measures to reduce the risk of accidents and work injuries.

Freedom of Association and the Right to Collective Bargaining

A Precautionary Attitude to Environmental Issues

- Environmental efforts are to be based on the precautionary principle. Environmental efforts are to be characterized by a long-term, holistic approach, and respect for the environment is to be included in all decision-making processes.
- Prioritize resource and energy efficiency.
- Minimize waste, maximize recycling.
- Prevent pollution to land, air and water.

Business ethics and Anti-Corruption

- Your business operation is to be characterized by high business ethics, sound business practices, responsibility and impartiality.
- All forms of corruption, including extortion and bribery, are prohibited.
- Commitment to fair competition.
- If you have access to confidential or intercompany information relating to the NIBE Group or the NIBE Group's customers, it must be handled in a responsible manner.
- Your business operation is to be conducted in accordance with current regulations on the prohibition and prevention of money laundering.

Compliance and Follow up

As a supplier to 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 NIBE regarding the standards in the Business Code. Based on this information, the supplier will be evaluated. NIBE encourages the suppliers to evaluate their sub-suppliers.

We have approved and will follow the above.

Date _____

Name _____

Title _____

Company_____

Approved by the Board of NIBE Industrier AB 2025-02-13