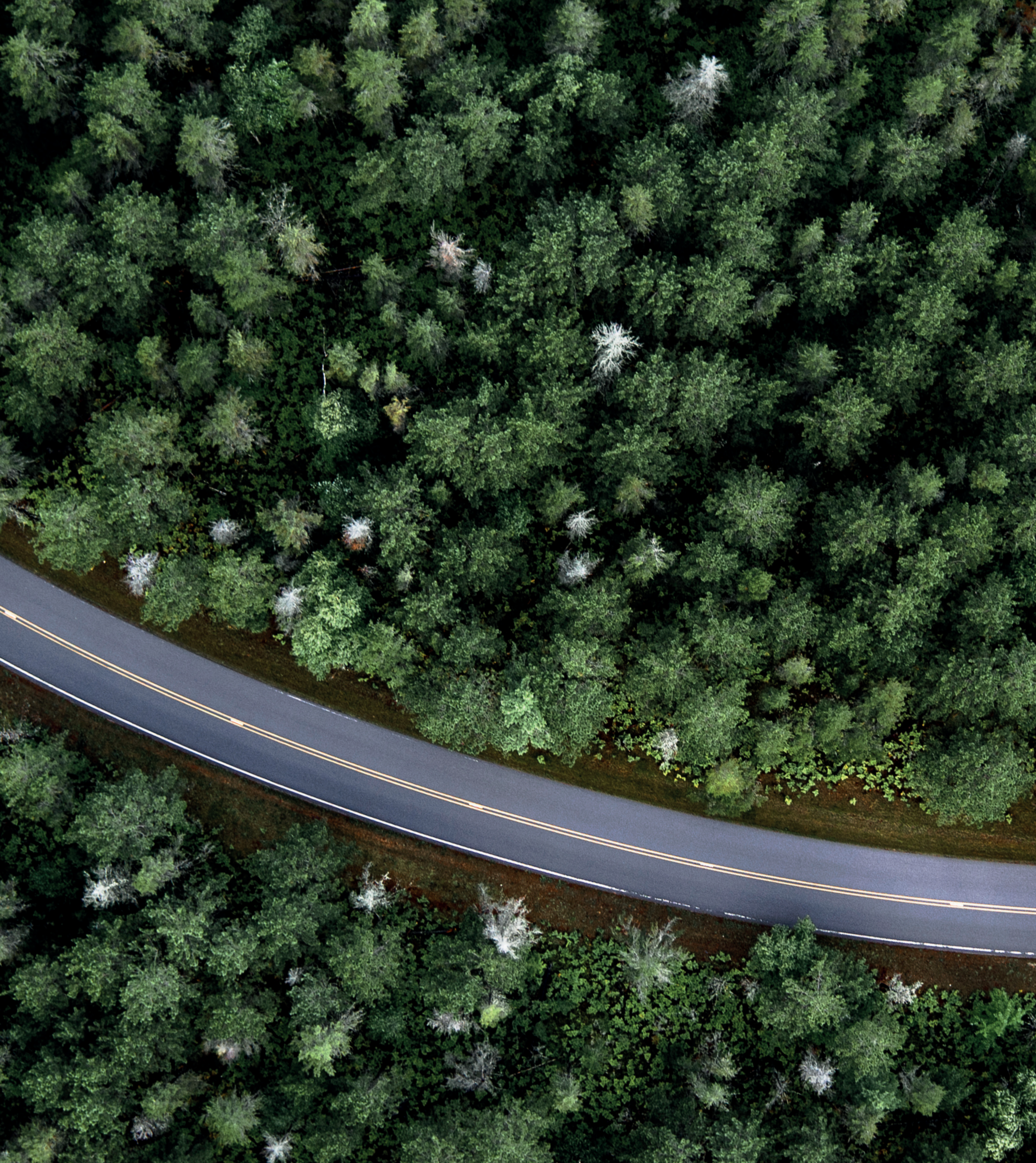




Elof Hansson

SUPPLIER GUIDELINES



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Introduction

Elof Hansson is a leading international trading house with its 125 years of experience in initiating, developing and maintaining global business relationships in well-defined business areas. We operate in dynamic global markets with increased requirements of flexibility and global orientation. Elof Hansson is aware of its social and legal responsibilities being a global company, and we recognize the importance of operating in a sustainable, ethical and responsible manner.

We have a clear vision: “Always provide business partners with added and sustainable value”. How do we do it? Elof Hansson is characterized by the values that’s been laid down since the very beginning: Trust, Commitment and Professionalism. It is our conviction that our values are crucial to achieving sustainable goals and long-term relationships.

To ensure compliance within Elof Hansson Group, we have developed a compliance structure. Elof Hansson Supplier Guidelines summarizes our values, policies, standards and our expectations in all business relationships. We believe that together, we can reach our goals while also taking our responsibility.

Upholding our values

We believe in a world where big players take responsibility together, engaging suppliers to meet the standards for a sustainable and responsible supply chain. Elof Hansson and our suppliers need to make sure that we support The Global Goals, adopted by the United Nations and that we live by the human rights. To understand and reduce our risks we must actively collaborate and protect our environment, people, values and integrity.

To live by our values and reach our goals to build a more sustainable business and achieve long-term relationships, we need to apply to the fundamental principles of environmental protection, human rights, labor, health, safety, anti-bribery, anti-corruption, regulations, laws and sanctions. And that is why Elof Hansson's suppliers play an important role in our mission to achieve sustainable-related goals and to contribute to a profitably and sustainably growth and development for us, our partners, and the world.

Elof Hansson recognizes the importance of the transition to a sustainable world and to incorporate the global goals into our growth strategy. Elof Hansson is committed to continue to create sustainable economic growth while supporting the global goals.





Expectations of Suppliers

Our suppliers are an extension of our business and that is why we expect them to meet our high standards, our values and to share our dedication to ensure a responsible and resilient supply chain

- Our expectations of our suppliers are that our suppliers not only conduct and comply all business activities in accordance with accepted practices, regulations, sanctions and laws, but that our suppliers comply with our own standards, policies, values and requirements
- All suppliers shall accept and comply with all the requirements of Elof Hansson's Partner Code of Conduct
- We expect our suppliers to address any concerns regarding any risk of violation of our Partner Code of Conduct
- As we recognize the importance of operating in a sustainable, ethical and responsible manner, we also expect our suppliers to acknowledge their responsibilities within its own operations. We encourage all suppliers to implement similar standards and we will support in any way we can.



Ethics

Elof Hansson requires all their suppliers to conduct their business in an ethical manner. To always work with integrity and in compliance through business relationships to build trust with all business partners. Elof Hansson expects all their suppliers to comply with legal requirements including anti-corruption, anti bribery, business practice-laws and any other applicable regulations or laws.

Elof Hansson requires that their suppliers operate honestly where business decisions should not be affected by personal interests. Elof Hansson also expects all their suppliers to do business in a way of transparency avoiding conflicts of interest that could interfere with professional decision making.

Elof Hansson's supplier shall not engage directly or indirectly in any form of corruption or bribery. Elof Hansson expects suppliers to not propose or receive any form of improper benefit such as favours, unlawful gifts, cash or other improper opportunities to/from Elof Hansson or another third party, private or public.

Elof Hansson expects all their suppliers to handle Elof Hansson's information correctly, to protect its integrity and confidentiality.

Social responsibility

To respect human rights is the most important foundation for all businesses. We strive for and expect our suppliers to also strive for an inclusive environment and safe workplace where all people are treated with respect and dignity. We believe in the importance of investing in and growing together with our employees.

Elof Hansson expects all their suppliers to protect their workers and treating them with respect and to uphold the proclaimed human rights. All suppliers should respect personal rights, privacy and personal dignity. Elof Hansson expects all their suppliers to provide safe workplaces free from discrimination for reasons such as race, color, nationality, gender, age, sexual orientation, pregnancy, origin, disability, marital status or any other reason for discrimination. Employees shall be treated in an equal and fair manner.

Any type of modern slavery or forced labour is not tolerated by Elof Hansson including human trafficking, abusive working conditions, violence, sexual harassment or any other kind of inhumane treatment. We do not tolerate any kind of child labour and disrespect of children's right to education. The minimum work age shall never be less than 15 years.

Elof Hansson expects all their suppliers to comply regulations and applicable laws on parental leave, working hours, illness and overtime working hours.

Elof Hansson also expects their suppliers to ensure a healthy and safe workplace for every employee's well-being. Safe work procedures are needed to ensure no risks linked to equipment, machines or substances. All employees shall have safety information available to protect and educate them.



Environmental responsibility

Adapting the United Nations Global Goals makes the climate change and our environmental responsibility one of our most important questions. Climate change is one of today's biggest challenges and together with our suppliers we need to protect our planet and minimize our environmental footprint. All suppliers shall protect the environment and minimize their footprint by reducing negative impacts.

Elof Hansson expects all their suppliers to operate responsible and to operate in a way where economic growth is achieved without endangering our environment (climate change, biodiversity loss or deforestation). We expect our suppliers to encourage continuous development and improvement of sustainable and environmentally friendly technology.

Elof Hansson also supports their suppliers in reducing and minimizing their energy consumption. We encourage our suppliers to advance the use of renewable energy sources.

Suppliers shall not be involved in any kind of criminal environmental activity or reckless exploitation of resources. Production shall not conflict with regulations, international conventions, sanctions or applicable laws. Consideration towards environmental aspects throughout the entire value chain is vital.





Partner Code of Conduct

Being an international and global player, Elof Hansson is fully aware of its responsibilities. To ensure compliance within our organization, we have developed our Partner Code of Conduct as a part of our global compliance structure.

All our employees, suppliers, customers and business partners are expected to hold the same high standards regarding applicable laws, sanctions, regulations, environmental and social responsibilities, prohibition of corruption and bribery, ethics, human rights and fair competition.

Our Partner Code of Conduct has been published on our Elof Hansson website to clarify our expectations towards all our partners. All our suppliers and business partners shall comply with our Partner Code of Conduct



Reporting

We expect all our suppliers to report any concerns regarding unethical business to Elof Hansson or to contact us if you have any other questions

Contact

1. Reach out to your contact at Elof Hansson if you have any questions that you need or want to discuss, or
2. Send an e-mail to compliance@elofhansson.com, or
3. Use our Whistleblowing system available on our website

Visit our website on www.elofhansson.com

Gothenburg 01/09/2022

A handwritten signature in black ink, appearing to read 'Mikael Forslund'. The signature is fluid and cursive, with the first name 'Mikael' being more prominent than the last name 'Forslund'.

Mikael Forslund
CEO, Elof Hansson Group

