

S C A N D I N A V I A

C T I O N A L F U R N I T

R T A B L E F F I C I E N

N A L B R A V E L E G A N

C L A S S F U R N I S H I

I O U S H O N E S T T R E

O R M O D E R N E W T H I

S T R O N G Ö T E S S O N

H U M A N D E S I G N E V

A T I V E G R O W T H O U

U T I F U L G R E A T M I

A S S I C O O L E A R N I

U M A N E B N U M B E R O

E T H E R A I N N O V A T

E S S F U L M O R E S T A

W E L L B E I N G K N O W

C I R C U L A

## CODE OF CONDUCT

A sustainable development is the main goal for our company and the businesses we do. By taking sustainability aspects into consideration and developing the way we work, we can try to make the world more sustainable together with our suppliers. Götessons Design Group (GDG) encourages all suppliers to act towards social, environmental, and financial sustainable development, both locally and globally. The Code of Conduct is in alignment with Götessons Design Group's core values and is based on the UN Global Compact's 10 principles, ILO Conventions, UN Convention against Corruption, UN Convention on the Rights of the Child, and the UN 2030 Agenda for Sustainable Development. This Code of Conduct applies to all of Götessons Design Group's suppliers. Götessons Design Group believe in collaboration and are willing to work together with our suppliers towards meeting the requirements of the Code of Conduct. Götessons Design Group's business relations are characterized by good business ethics and minimizing the risk of supporting companies or organizations that conduct unethical or fraudulent business.

"Supplier" refers to every organization or individual that supplies services, products, material or components to Götessons Design Group.

"Employee" refers to the organizations own employees, hired staff, probationary employees, temporary employees and trainees.

### The supplier's commitment

This Code of Conduct applies to all personnel at the supplier, regardless type of employment. It is the supplier's responsibility that all employees are informed of the requirements of this Code of Conduct. It is the supplier's responsibility that the subcontractors in the supply chain act accordingly to this Code of Conduct. It is also the supplier's responsibility that the Code of Conduct is communicated and fulfilled by all subcontractors.

Acceptancy and compliancy of the requirements of this Code of Conduct shall be carried out immediately in connection with contract settlement or other communication of the information.

Verifications or other forms of supporting documents shall be available on request. Götessons Design Group shall, without delay, have the right to perform follow-ups or audits through self-monitoring or by a Götessons Design Group selected third party.

## REQUIREMENTS

### Compliance with legislation and other conventions

Götessons suppliers shall follow all applicable legislation, standards and practices in the country they operate. Except these, the supplier shall comply to following the constitutions:

REACH Directive, EG 1907/2006

RoHS Directive, 2011/65/EU

WEEE Directive, 2012/19/EU

The products or services that are delivered to Götessons Design Group shall be manufactured under the conditions required as follows in:

UN Declaration of Human Rights

UN Global Compact principles

UN Convention on Rights of the Child

UN 2030 Agenda for Sustainable Development

ILO Core Conventions on Labour Standards

If any of the requirements of this Code of Conduct differ from what is stated in national legislation, the supplier shall choose the more stringent requirement.

### Human Rights

The supplier shall support and respect international human rights within the sphere of the organizations influence and ensure that the organization is not involved in violations of human rights.

### Working conditions

#### *Child labour*

In accordance with ILO 138 and 182 and the UN Children's Convention 32, the supplier shall abolish and eliminate all forms of child labour within the organization's sphere of influence. No person who has not completed compulsory elementary education may be employed. All work that children (15-18 years) undertake must be supervised and with respect for the children's best interests. National legislation shall be followed.

### ***Forced labour***

The supplier shall take immediate actions to abolish all forced labour and modern slavery in form of involuntary or unpaid work, in accordance with ILO 19 and 105. Employees shall be allowed to leave their work after working hours that are regulated by national law or agreements. No employee should be forced to hand over identity documents or pay a deposit to the employer.

### ***Trade Union Freedom***

In accordance with ILO 87 and 98, the supplier shall maintain union freedom, organizational right and recognize the right to collective negotiations for all employees. No penalties for membership in a trade union or similar organization may occur.

### ***Conditions of employment***

The supplier shall ensure that all employees understand their working conditions. The supplier shall work for decent working conditions for all men and women, including young people and people with disabilities. The minimum wage shall be the highest of at least the statutory minimum wage, or practice in the local area or industry. Working hours shall be included in the employment contract and follow national legislation or industry practice.

### ***Non-discrimination***

All employees shall be treated with respect and dignity, in accordance with ILO 100 and 111. No discrimination because of gender, ethnicity, sexual orientation, religion, disability, pregnancy, political views, age, union membership, social background, national origin, race, skin colour, parental or marital status, or other traits protected by applicable law, may occur.

### ***Working environment, health and safety***

National legislation and international standards and practices regarding working environment shall be followed. The working environment must be safe, secure and healthy for all employees, in accordance with ILO 155 and 170. Employees must be offered and use appropriate protective equipment. Information and education on work environment and safety shall be carried out on an ongoing basis. Systematic working environment work with a focus on continuous improvement shall be implemented which includes documentation, acting and follow-up, to reduce risk of repeated incidents.

### **Environment**

Sustainable ecosystems and biodiversity are the foundation for our life on the planet, and thus how we do business. The supplier must always work accordingly to the precautionary principle when environmental risks may occur, constantly encourage the development of environmentally friendly technology, and take initiatives to improve environmental awareness within the organization's sphere of influence.

Continuous improvement in the environmental area must be implemented. The organization shall actively work to reduce emissions and pollution.

The use of finite and virgin resources should be minimized as far as possible. Reducing, reusing and recycling of material and products should be promoted. The use of chemicals, energy, water, waste and raw materials shall actively be minimized. This is possible by switching to or investing in new technology, processes and products. Each supplier is responsible for ensuring that the raw material is produced in an environmentally, socially and financially responsible way. The supplier must have a written and signed environmental policy that is known to employees. There must be procedures and established working methods in place, that ensures compliance with relevant environmental legislation and international norms and standards.

### Anti-corruption and business ethics

No form of corruption, including bribery or blackmailing, may occur to or from employees or organizations. Götessons Design group renounce all illegal competition. No direct or indirect bribes are allowed to be given or taken to gain undue advantage by another party. Conflicts of interest and disputes in relation to stakeholders such as employees or existing/potential business partners that may damage Götessons Design Group's business interest or trust may not occur. This applies to companies to and from Götessons Design Group, but also to and from other organizations in the supplier's sphere of interest.

2024-03-01

Emil Johansson, CEO

Götessons Design Group

We hereby certify compliance to Götessons Design Groups Code of Conduct

Supplier

Corporate identity number

---

---

Signature

Title

---

---

Print name

Place and date

---

---