

## Responsible Sourcing Policy

### 1. Purpose

VBN Components AB is committed to ensuring that our procurement and supply chain practices uphold high standards of environmental, ethical, and commercial responsibility. This policy sets out the principles we expect internally and from our suppliers to support sustainable, fair, and transparent business practices.

### 2. Scope

This policy applies to all procurement activities carried out by VBN Components AB and to all suppliers and contractors who deliver goods or services to our operations.

### 3. Core Principles

We are committed to the following responsible sourcing standards:

- **Legal Compliance:** All suppliers must comply with national and international laws applicable to their operations.
- **Environmental Responsibility:** Suppliers must actively minimize environmental impact through energy efficiency, waste reduction, and responsible materials use.
- **Commercial Integrity:** Suppliers are expected to conduct business ethically, transparently, and in alignment with anti-corruption and fair competition standards.
- **Human Rights and Labor Standards:** We expect all suppliers to respect internationally recognized human rights and uphold labor rights, including safe working conditions, fair wages, and the prohibition of forced or child labor.

### 4. Supplier Collaboration

VBN Components AB will engage and support suppliers in:

- Implementing and improving environmental management practices relevant to their operations and products.
- Demonstrating fair and ethical commercial practices, including transparency in pricing and subcontracting.
- Providing requested information and documentation necessary to verify compliance with this policy.

### 5. Environmental Expectations

We encourage and, where necessary, require suppliers to:

- Measure and reduce their carbon footprint and resource use.
- Avoid the use of materials or substances of very high concern (SVHC) where alternatives exist.
- Adhere to relevant environmental certifications, such as ISO 14001 or equivalent.

### 6. Commercial Responsibility

VBN Components AB expects all suppliers to:

- Maintain accurate business records and avoid fraudulent practices.
- Ensure fair treatment of subcontractors and compliance with contractual obligations.
- Disclose any potential conflicts of interest or unethical practices.

#### 7. Training and Awareness

Relevant employees and procurement staff at VBN Components AB will receive training on responsible sourcing principles. Ongoing awareness efforts will support implementation, and suppliers may be requested to participate in joint improvement initiatives.

#### 8. Monitoring and Improvement

Compliance with this policy will be monitored through audits, supplier assessments, or self-declarations. We will work collaboratively with suppliers to address any shortcomings and reserve the right to disengage from suppliers who consistently fail to meet our expectations.

A handwritten signature in blue ink that reads "Magnus Bergman". The signature is fluid and cursive, with a long horizontal stroke at the end.

Magnus Bergman, CEO, VBN Components AB