

# Supplier Code of Conduct

## 1. Introduction

At VBN Components AB, we are committed to responsible sourcing and expect all our suppliers to operate in accordance with internationally recognized standards for labor, health and safety, environmental stewardship, and business ethics. This Supplier Code of Conduct outlines the minimum requirements suppliers must comply with when conducting business with us.

This Code forms an integral part of our supplier relationship and must be accepted as a condition of any contract or purchase agreement.

## 2. Labor and Human Rights

### 2.1 *Prohibition of Child Labor*

Suppliers shall not employ workers under the age of 15, or under the minimum age for employment under local law if higher. Hazardous work must not be performed by anyone under the age of 18.

### 2.2 Prohibition of Forced Labor

All work must be voluntary. Suppliers shall not use any form of forced, bonded, or indentured labor, nor require workers to surrender identification or deposits as a condition of employment.

### 2.3 Compensation and Working Hours

Suppliers must pay at least the legal minimum wage in their jurisdiction and compensate overtime work at the rates required by applicable laws. Wages must be paid in a timely and transparent manner.

### 2.4 Non-Discrimination

Suppliers shall not engage in discrimination in hiring, remuneration, access to training, promotion, termination, or retirement based on gender, race, religion, age, disability, sexual orientation, union membership, or political affiliation.

## 3. Health and Safety

Suppliers must provide a safe and healthy working environment, which includes:

- Preventing exposure to hazardous substances and unsafe conditions
- Providing necessary protective equipment and training
- Ensuring access to clean drinking water, sanitary facilities, and adequate ventilation
- Establishing procedures for emergency preparedness and response

## 4. Environmental Responsibility

Suppliers are expected to:

- Comply with applicable environmental laws and regulations
- Minimize waste, emissions, and resource use
- Implement responsible handling, storage, and disposal of hazardous substances
- Support the use of environmentally sustainable materials and practices
- Report significant environmental incidents to relevant authorities and to VBN Components AB where relevant

## 5. Ethical Business Conduct

### *5.1 Anti-Corruption and Anti-Bribery*

Suppliers must not engage in, support, or tolerate any form of corruption, extortion, or bribery. This includes offering, giving, requesting, or accepting any improper benefit to influence decision-making.

### *5.2 Fair Competition*

Suppliers must comply with all applicable competition laws and avoid practices such as price fixing, bid rigging, or market allocation.

### *5.3 Accurate Record-Keeping*

All business and financial records must be maintained accurately and transparently, in accordance with applicable laws and standards.

## 6. Compliance and Monitoring

VBN Components AB reserves the right to verify supplier compliance through audits or self-assessments. Non-compliance may result in corrective action, suspension of business, or termination of contracts.

Suppliers are encouraged to raise concerns or report violations confidentially via email to:  
[supplierinfo@vbncomponents.com](mailto:supplierinfo@vbncomponents.com)



Magnus Bergman, CEO, VBN Components AB