

Stansomatic Supplier Code of Conduct

Introduction

Stansomatic expects Suppliers and Business Partners to comply with national and international laws and regulations as well as the principles described in this Supplier Code of Conduct. It is the Supplier's or Business Partner's responsibility to ensure that their suppliers are familiar with and comply with this Supplier Code of Conduct. Upon request, the Supplier or Business Partner must inform Stansomatic of their own suppliers. It is the Supplier's or Business Partner's responsibility to ensure that Stansomatic's Supplier Code of Conduct is complied with, and it is their responsibility to present information and evidence of this upon request from Stansomatic.

Stansomatic's Supplier Code of Conduct is a guide that helps you to understand our values and sets out expectations of our and your behavior in your day-to-day work. This is where you will find instructions on how to act as a Supplier or Business Partner when interacting with your customers and the communities in which you have activities and other stakeholders.

Our values commit you to act with maximum ethical focus and to conduct business in a responsible and sustainable way. Everything you do must reflect the values.

This policy applies to all directors, officers and employees, as well as representatives of the company, suppliers and others working with us.

Failure to comply may result in Stansomatic, the Supplier or the Business Partner being disciplined or punished. All Suppliers and Business Partners must cooperate in investigations of potential or alleged accusations.

Stansomatic does not tolerate retaliation against anyone who reports a potential violation in good faith or who cooperates in a good faith investigation. In good faith means that you/we have good reason to believe that the policy has been violated. You won't have problems even if what you report turns out not to be a violation.

1. Working Environment and Working Conditions

Suppliers and other Business Partners must ensure working conditions that promote decent work for all people, including young people and people with disabilities, and at least payment of living wages, and maintain employees' human rights and treat them with respect and dignity, as understood by the

international society. Employees in the company must have the opportunity to communicate openly and share their ideas and concerns about working conditions or job satisfaction without fear of retaliation. The company must not charge for anything that the company deems necessary for an employee to carry out their work efficiently and safely. We encourage all Suppliers and Business Partners to create an inclusive culture where equal opportunities are given to all employees.

a. Hiring Practices

All employees in your company must be issued a contract upon employment, and it must be completed and signed by the employee and the company. The employee must be able to terminate the contract with reasonable notice. All employees must also be introduced to personnel and security policies when they are employed.

b. Salary and Working Hours

Weekly working hours for employees in the company must not exceed the maximum number of hours set by national law. Employees must have at least one day off per week and be compensated for overtime. All national laws concerning wages and working hours, including minimum wages, overtime, sick leave, maternity leave and other forms of compensation, must be observed. In accordance with national law, the company must, where possible, give employees paid and unpaid holiday days as well as time off for national holidays.

c. Workplace Safety

Stansomatic expects all Suppliers and Business Partners to create a safe and healthy working environment and protect employees from hazards and foreseeable workplace accidents. You must comply with all national laws and regulations to prevent accidents and injuries caused by or related to work for us. We expect you to seek to improve the working environment and seek to reduce work-related accidents or the risk thereof.

If there are departments in the company where it is mandatory to wear helmets, screen glasses, safety footwear, hearing protection, gloves, etc. to carry out the work in a safe and healthy manner, the company must ensure that such equipment is provided. All employees must be informed of how to act in the event of fire, accidents and contact with hazardous chemicals. Suppliers must identify hazardous chemicals used in production and ensure that they are treated, transported, stored, recycled and disposed of in a responsible manner. Products delivered to Stansomatic must meet the common European environmental requirements RoHS and REACH, including SVHC. Suppliers must be careful in the extraction, purchase and handling of tantalum, tin, tungsten, gold and cobalt. Suppliers shall ensure that none of these minerals are

produced by subcontractors that finance military groups that violate human rights or indirectly contribute to infringing human rights.

d. Freedom of Association

Stansomatic requires that all employees in the company have the right to be a member of a trade union, choose to be outside a trade union or participate in a works and cooperation committee as a trade union representative or working environment representative, cf., national laws.

e. Forced Labor

Suppliers and other Business Partners must prevent forced labor throughout the entire company. This includes work on a forced contract, slavery and other forms of work carried out against a person's will or choice, as well as work carried out without appropriate payment.

f. Child Labor

As a Supplier or Business Partner, you are opposed to and intolerant of any form of child labor. As a company, you do not make use of child labor and you comply with all international requirements concerning children's right to development and education. Stansomatic expects you to have no employees under the age of 15 (some countries under the age of 14). Anyone under the age of 18 must also be exempted from work that may be hazardous to their health or safety.

g. Anti-Discrimination

As a Supplier or Business Partner, you have taken effective measures to eliminate all forms of discrimination in relation to employment, pay, benefits, promotion, discipline, termination or retirement. No employee shall be subject to discrimination or harassment based on gender, race, religion, age, disability, sexual orientation, marital status, nationality, political conviction or social or ethnic origin.

h. Human Trafficking and Modern Slavery

Human trafficking and modern slavery are crimes and a failure of our fundamental human rights. You acknowledge that as a company you have a moral and social responsibility to follow a zero-tolerance policy towards modern slavery in all its forms of expression. You are opponents of and do not tolerate any form of human trafficking or modern slavery. You commit to preventing human trafficking and slavery as far as possible in all your business actions. You always work to promote human rights and respect human rights in compliance with the UN Declarations.

2. Ethical Behavior

You are a socially responsible company that practices high professionalism and high ethical standards. All employees, Members of the Board of Directors and others representing you are expected to act in compliance with our guidelines.

a. Anti-Corruption and Anti-Bribery

As a Supplier or Business Partner, you have zero tolerance for corruption and bribery. You combat all forms of bribery and corruption, including improper payments to or from the company, employees or Members of the Board of Directors. No Supplier or Business Partner shall offer or receive benefits from a third party for the purpose of creating business or receiving special treatment. Such benefits include job opportunities, favors, travel, entertainment or illegal gifts.

b. Conflicts of Interest and Sensitive Transactions

A conflict of interest is any situation where a person's interests conflict with Stansomatic's business interests. The decision whether or not a conflict of interest is involved will be based on an assessment of the matter against the risk of a conflict of interest.

c. Fair Competition

Transparency in all business is important to you. You advocate fair and equal competition and do not use intermediaries without legitimate business justification. You only use Business Partners and Suppliers that follow national and international laws. You follow national competition law and/or EU competition law.

d. Financial Crime/Fraud and Money Laundering

Your company and employees are expected to be aware of all forms of financial crime, with particular focus on attempts at fraud and money laundering. Your employees are expected to act in compliance with internal instructions and cases that may constitute a crime against Stansomatic or attempts to involve Stansomatic in a crime must be reported immediately.

e. Information Security, Confidentiality and Data Protection

You treat information about customers and employees confidentially and undertake to ensure that data is protected in accordance with national and/or EU laws. You are bound by professional secrecy with regard to all essential matters concerning the customer and the employee. Data regarding job applications and CVs must be processed in a 100% GDPR-compliant system. You protect the privacy of your employees, customers and others by:

- Complying with all policies and procedures that include personal information;
- Never sharing personal information with anyone inside or outside the company without permission;
- Collecting and storing personal data only as long as necessary and legally permitted; and
- Complying with all applicable data protection laws, including the GDPR.

If you discover a violation of this policy, you can report it via our whistleblower system. You can find the link at the bottom of our website: www.stansomatic.com.

I hereby acknowledge that I have read, understood and accept Stansomatic's Supplier Code of Conduct.

Company name

Name

Title

E-mail

Telephone no.

Signature

Date: