

Nolato's Supplier Code of Conduct



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Nolato's Supplier Code of Conduct (the "Code") is in line with the Nolato Group internal Code of Conduct, which is a fundamental part of our operations.

Nolato is committed to contributing to sustainable development for present and future generations. This includes identifying, preventing, mitigating, and accounting for adverse environmental, human rights and governance impacts in our own operation and supply chain, and we expect the same commitment from our suppliers.

Basis of our Supplier Code of Conduct

Nolato's Supplier Code of Conduct is based on our Basic Principles (corporate values) of being *Professional - Organized - Responsible*, which governs our actions. Our values guide us in acting with sound business ethics and to conduct business in a sustainable and responsible way. Thus, we expect this from our Suppliers as well. Read more at: www.nolato.com/nolato-spirit.

The Nolato's Code of Conduct reflects what we expect from the operation of our Suppliers' businesses according to applicable conventions and regulations, including the 10 principles of the UN Global Compact, the OECD Guidelines for Multinational Enterprises, the core conventions outlined in the International Labor Organization (ILO), the UN Declaration of Human Rights and the ISO 26000 standard.



Compliance with laws and regulations

Supplier and its subcontractors (referred to below as “You”) shall operate in full compliance with the legal requirements that apply to your operations and conduct your business in accordance with this Code. Where the standards are stricter than legal requirements, the Nolato Supplier Code of Conduct shall apply.

- **You** must inform Nolato if the standards conflict with any applicable legal requirements.

E - ENVIRONMENTAL RESPONSIBILITY

You shall endeavour to contribute to sustainable development by producing and marketing products and services in a way that minimizes the environmental impact and contributes to a more sustainable future. Furthermore, you shall support a preventive approach to environmental challenges and aim to help ensure that ecosystems and biodiversity are protected for future generations. Your relationships with customers, suppliers and other stakeholders shall be characterized by respect for our planet and environmental responsibility.

- **You** comply with all applicable environmental, occupational health and safety regulations and international conventions on environmental standards.
- **You** promote environmentally friendly practices in the development, manufacturing, use, recycling, and as a last resort, disposal of your products. Additionally, you are continuously working to reduce the emissions of your transports and to optimise or minimise the need for non-environmentally friendly transportation.
- **You** ensure using appropriate management systems to secure the product quality and safety meet the applicable requirements.

- **You** use resources efficiently, apply energy-efficient and environmentally friendly technologies and reduce waste, as well as emissions to air, water, and soil.
- **You** minimize your negative impact on biodiversity, climate change and water scarcity to protect the livelihood of people.
- **You** prohibit unlawful eviction and unlawful taking of land, forests and waters.
- **You** are committed to implementing emergency planning measures, ensuring the safety of its employees, communities, and critical business operations.





S - SOCIAL RESPONSIBILITY

You are committed to the protection of human rights, sound labour practices, high health and safety standards, and good working conditions wherever the Supplier operates. Your relationships with customers, suppliers and other stakeholders shall be characterized by respect for human rights and sound business ethics.

- **You** ensure that you protect internationally proclaimed human rights in your operations and for your employees, and do not directly or indirectly use forced labour (including, but not limited to, modern slavery and human trafficking) and child labour of any kind, or inputs produced using such labour.
- **You** uphold the freedom of association and the right to collective bargaining in accordance with applicable laws.
- **You** treat your employees with respect, promote an inclusive work environment and prohibit discrimination, unequal treatment, harassment, abuse or inhumane treatment against anyone, for example on the grounds of an individual's ethnic descent or national origin, race or colour, religion or ideology, gender, sexual orientation, gender identity and/or expression, age, physical or mental disability, political or union affiliation, citizenship, maternity, marital

status, or any other characteristic protected by applicable law. You support these aspects also in the selection of your suppliers and subcontractors.

- **You** enable your employees and other stakeholders to anonymously report concerns or potentially unlawful practices at the workplace. These cases are investigated, and necessary action taken to eliminate concerns.
- **You** protect your employees' life and health, as well as the general public at large against hazards inherent in your processes and products.
- **You** comply with minimum wages and working hours in accordance with local laws and ensure compensation of a living wage according to local living conditions.
- **You** ensure that all security forces for the protection of the enterprise's project comply with applicable laws.
- **You** ensure that you do not supply products that contain conflict minerals which directly or indirectly finance or benefit armed groups and cause human rights abuses as outlined in Annex II of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Countries (OECD DDG). Nolato expects you to fulfil your due diligence on mineral supply chains according to the recommendations outlined in the OECD DDG.
- **You** actively participate in corporate citizenship by contributing positively to the communities it operates in, fostering a spirit of social responsibility in alignment with Nolato's values.

A photograph showing a close-up of two people in business suits shaking hands. One person is holding a tablet computer. The background is blurred, suggesting a professional setting.

G - GOVERNANCE

- **You** abide by all applicable national and international trade laws and regulations including but not limited to antitrust, trade controls, and sanction regimes.
- **You** consider business integrity as the basis of business relationships.
- **You** prohibit all types of bribery, corruption, and money laundering.
- **You** forbid gifts to private persons or public officials that aim to influence business decisions or otherwise encourage them to act contrary to their obligations.
- **You** respect the privacy and confidential information of all your employees and business partners as well as protect data and intellectual property from misuse.
- **You** implement an appropriate Compliance Management System, which facilitates compliance with applicable laws, regulations, and standards.

- **You** establish training measures to allow your managers and employees to gain an appropriate level of knowledge and understanding of the content of Supplier Code of Conduct, the applicable laws and regulations and recognized standards.
- **You** maintain good information and IT security, protecting your business from cyber-attacks and good information management protecting personal information in line with EU's GDPR regulation.
- **You** ensure that confidential information is handled in compliance with applicable regulations, group policies and directives.



**You are a part of our supply chain
- Nolato counts on your commitment!**

You may acknowledge the principles stated above or demonstrate your commitment via compliance with your own code of conduct or company policies that embrace these standards.

Nolato reserves the right to conduct audits or assessments to ensure your compliance with this Code and will take appropriate steps regarding our relationship with you if there is a reason for concern.

Nolato reserves the right to discontinue relationship for non-adherence to international principles, failure to correct violations, or displaying patterns of non-compliance with these standards or this Code.

Further contractual obligations remain unaffected by this Supplier Code of Conduct and take precedence over the provisions herein. This applies in particular to contractual provisions under which you are obligated to comply with certain ESG Standards and/or requirements under supply chain legislation. (e.g. the German Supply Chain Due Diligence Act - Lieferkettensorgfaltspflichtengesetz).

Nolato has a whistleblowing function, which is open also for our suppliers. Anyone who has obtained information in a work-related context about irregularities, breaches of law or serious violations of Nolato's Code of Conduct can report this on [nolato.com/whistleblowing](https://www.nolato.com/whistleblowing).



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Nolato is a Swedish publicly listed group with operations in Europe, Asia and North America. We develop and manufacture products in polymer materials such as plastic, silicone and TPE for leading customers within medical technology, pharmaceuticals, consumer electronics, telecom, automotive, hygiene and other selected industrial sectors.

Our customer offering comprises most technologies in the field of polymers and spans the entire value chain, from solutions-oriented development to product delivery.

The Nolato Code of Conduct has been adopted by the Board of Directors of Nolato AB and will be updated from time to time, as necessary. This document can also be found online at www.nolato.com/nolato-code-of-conduct.

In a separate document, The Nolato Spirit, you can find our core business principles and values in terms of business mission, vision, how we achieve our vision and, of course, our Basic Principles. This information can also be found online at: www.nolato.com/nolato-spirit.