# Supplier Code of Conduct

## Purpose & introduction

The purpose of the CellaVision Supplier Code of Conduct is to clearly communicate our expectations for ethical, responsible, and sustainable business practices throughout our supply chain. It serves as a foundation for building strong, transparent relationships with suppliers who share our commitment to integrity, respect for human rights, and environmental stewardship. By adhering to these principles, we aim to ensure that our products and services are delivered in a manner that supports long-term value creation for all stakeholders.

## General requirement

In all activities, CellaVisions suppliers must comply with applicable legislation, rules and regulations in the country in which they operate. If any legislation, rule or regulation is in conflict with the CellaVision Supplier Code of Conduct, the highest standard shall be applied.

The suppliers are expected to follow

- OECD Guidelines for Multinational Enterprises on Responsible Business Conduct
- UN Guiding Principles on Business and Human Rights
- ILO standards

Examples of the guidelines are included in paragraph 1-3

1. **Respect for Human Rights and Working Conditions**

- Ensure safe and fair working conditions.
- Comply with wage and working hour standards.
- Exclude any form of forced labor and child labor
- Zero recruitment fees (for migrant workers)
- No retention of identity documents
- Social insurance and legal employment contracts required
- Guarantee freedom of association and the right to collective bargaining
- Prevent harassment and discrimination (race, gender, religion, age etc.)

2. **Environmental Protection**

- Reduce environmental impacts.
- Responsible management of waste, water and energy.
- Compliance with REACH, RoHS and local chemical regulations
- Environmental permits must be maintained and available

- Limitation of hazardous substances.
- Climate action: Support efforts to reduce greenhouse gas emissions.

3. **Integrity and Transparency of Business Practices**

- Fight against corruption, bribery and avoid conflicts of interest in all business dealings.
- Compliance with regulations and contract transparency.
- Compliance with export control laws and economic sanctions.

4. **Commitment and Control**

The supplier agrees to:

- Submit to compliance audits.
- Demonstrate full traceability of the products and materials provided, including knowledge of and transparency regarding production sites and the origin of raw materials.
- Ensure that their suppliers and sub-contractors comply with the requirements of this Supplier Code of Conduct.
- Appoint a designated contact person responsible for overseeing and ensuring compliance with this Code of Conduct.
- Be able to demonstrate systematic follow-up and internal control measures to monitor compliance with the Code of Conduct, including documentation of actions taken and improvements made.
- Grant access to production sites and adjacent facilities such as canteens, dormitories, and other relevant buildings, upon request and with reasonable notice.
- Enable anonymous reporting channels for workers.
- Notify CellaVision of major compliance breaches within 48 hours

**Signature and Commitment**

The supplier acknowledges having read the CellaVision Supplier Code of Conduct and commits to adhering to it.

Supplier Name:
Representative (Name and Title):

Contact person for follow-up (Name and Title):

Email/Phone:
Date and Signature: