

SUPPLIER CODE OF CONDUCT

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CONTENTS

Supplier Code of Conduct	1
Contents	2
1. Our commitment to integrity	3
1.1. Purpose and expectations	3
2. People and the Environment	3
2.1. Healthy and safe workplace.....	3
2.2. Human and Labour Rights and Child Labour	4
2.3. The Environment	4
3. Responsible business conduct	4
3.1. Anti-bribery and corruption	4
3.2. Confidentiality	4
3.3. Fair competition.....	4
3.4. Trade sanctions and money laundering	5
3.5. Conflict of Interest	5
4. Speaking up	5

1. OUR COMMITMENT TO INTEGRITY

We at Fibox are committed to responsible business conduct and integrity. Doing the right thing is always a choice, which is why it is important to understand our ethical commitments to the company, our customers and other stakeholders, as well as people and the environment around us.

1.1. Purpose and expectations

The purpose of this Supplier Code of Conduct is to make sure that we, together, are committed to similar set of ethical guidelines when it comes to participating in productive and responsible business conduct and relationships. This code is based on the principles of the United Nations Global Compact.

All our suppliers are obligated to implement these expectations across their operations and supply chains. We value transparency and expect our suppliers to verify compliance by exchange of information and allowing possible audits. We highly encourage all our suppliers to establish their own ethical codes.

During our approval process we evaluate suppliers taking into consideration this Supplier Code of Conduct and UN Global Compact principles. If the supplier does not meet the requirements, they are either given an opportunity to conduct corrective actions before they can be approved as our supplier or ultimately turned down.

We comply and expect our suppliers to comply with all applicable international and local laws and regulations. All our suppliers are also expected to follow high standards of business ethics.

We expect our suppliers to report any misconduct or actions or behaviour that contradict this Code.

In case of different language versions, this English version is the original and binding version.

2. PEOPLE AND THE ENVIRONMENT

2.1. Healthy and safe workplace

All of us at Fibox are committed to health and safety being one of our top priorities. We expect our suppliers to do their utmost to prevent accidents.

We treat our employees, customers, suppliers, and other stakeholders with respect and dignity. We do not tolerate harassment, bullying, discrimination, or other inappropriate behaviour in any shape or form. We expect our business suppliers to do the same.

2.2. Human and Labour Rights and Child Labour

We seek to identify, assess, and manage human rights impacts within our value chain concerning our employees, suppliers and contractors, local communities, and the society as a whole.

We support the principles contained within the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the ILO Core Conventions on Labor Standards, the EU Human Rights Convention, other core human rights conventions, the UK Modern Slavery Act 2015, the UK Human Rights Act 2000 and associated legislation.

We expect our suppliers to respect these internationally recognised human and labour rights and to have sufficient due diligence mechanisms throughout their value chain.

2.3. The Environment

Circular economy and decarbonizing our product and service portfolio are at the core of our sustainability focus areas. Our aim is to provide products and services that are safe for the environment, and that we operate in an energy-efficient manner throughout our operations. To succeed in our environmental sustainability targets, we expect our suppliers and business partners to contribute to environmentally sustainable business practices. This includes optimization of the use of energy and natural resources of their business operations, minimizing emissions and reducing the environmental impact of any waste handling.

3. RESPONSIBLE BUSINESS CONDUCT

3.1. Anti-bribery and corruption

Corruption in all of its forms is strictly forbidden. We do not accept corruption or bribery in any form and comply with all anti-corruption laws. We do not give or receive gifts, favours, or benefits that are not in alignment with our business objectives. We appreciate our suppliers to play by the same principles.

3.2. Confidentiality

We are committed to protect and process business related confidential information and personal information of our stakeholders with care and consideration. We comply with all relevant privacy legislation. We process confidential information cautiously and only when necessary. Unless otherwise agreed, we expect mutual awareness of keeping all business agreements, sensitive product information and other confidential information safe.

3.3. Fair competition

We compete fairly and responsibly and expect our Business Partners to also comply with applicable competition and antitrust laws and regulations. This

means, among other things, to not engage in price-fixing, market sharing, bid rigging or customer allocation.

3.4. Trade sanctions and money laundering

We comply and expect our suppliers to comply with trade sanctions and relevant export control laws and regulations. We do not conduct business in violation of applicable anti-money laundering, anti-terrorism and financial crime laws.

3.5. Conflict of Interest

Any situation that may involve a conflict of interest, or the appearance of a conflict of interest, between Fibox and its Business Partners shall be avoided.

4. SPEAKING UP

Fibox Suppliers are expected to offer their workers the possibility to report suspected or observed violations or non-compliance to law or this Supplier Code of Conduct.

Concerns or inquiries can also be raised to the responsible Fibox contact person. The Fibox Speak up channel is available for all stakeholders to report suspected breaches of law or this Supplier Partner Code of Conduct.

All received reports of potential violations of this Code will be evaluated and investigated with due care.

At Fibox, we do not accept any form of retaliation against someone who speaks up, expresses concerns or opinions, reports potential or actual violations of policies and laws in good faith.