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Code of Conduct for Suppliers

Wihlborgs advocates for long-term sustainable growth in the Öresund region and, in collaboration with our suppliers and other important stakeholders, we strive to contribute to the region's development. We want to conduct our operations responsibly and prioritise working with suppliers who share our values and who want to carry out business with us in a manner that is sustainable over the long term.

The Code of Conduct applies to all suppliers who supply Wihlborgs with products, personnel or services. Suppliers also have a responsibility to ensure that the subcontractors they engage are familiar with and comply with this Code of Conduct.

Wihlborgs has signed on to the UN Global Compact initiative and has committed to following its ten principles regarding human rights, labour, the environment and anti-corruption. We also support the human rights established in the UN Guiding Principles on Business and Human Rights, as well as the ILO Declaration on Fundamental Principles and Rights at Work. We also support the OECD Guidelines for Multinational Enterprises. We expect our business partners to share and act in accordance with these principles.

Responsible business, business ethics and anti-corruption

As a supplier to Wihlborgs, your operations are expected to be characterised by sound business ethics, impartiality, free competition and respect for agreements and contracts entered into.

Suppliers are to comply with applicable laws, ordinances, regulations and relevant standards. Price-fixing agreements, forming cartels and other forms of misuse of market position are not permitted. We expect suppliers to actively combat money laundering and to have good knowledge of their business partners.

Official entertainment and customer events must always be characterised by openness, moderation and a clear connection to operations. Wihlborgs employees are not permitted to accept gifts, trips or other remuneration from suppliers that could influence, or be perceived to influence, their objectivity in a business situation.

All permits, licences and registrations required to conduct operations must be up to date and submitted to us upon request in connection with the signing of a contract.

Human rights and working conditions

We work collectively to create a sound and safe working environment in which internationally recognised human rights and conventions concerning working conditions are respected in our own operations as well as throughout the value chain. Suppliers with collective bargaining agreements in place are viewed favourably. Wihlborgs expects all suppliers to ensure that all employees, and anyone who works on behalf of the supplier in an employment-like capacity, have working conditions in line with relevant collective bargaining agreements.

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All employees are to have written employment contracts translated into a language they understand. They are to have the right to statutory weekly rest periods and leave, including sick leave and parental leave. Working hours, including overtime, are not permitted to exceed the limits set out in applicable legislation, regulations or agreements.

Salaries are to be paid regularly, directly to employees, on time and in full. Deductions from salaries may not be used as a disciplinary measure. Suppliers are expected to promote diversity and gender equality in their operations. No discrimination is permitted under EU legislation or national legislation.

Child labour, human trafficking, or work performed under coercion or threat of violence is not permitted. The minimum age for employment is the age at which compulsory schooling is completed. Exceptions may be made for holiday work and short-term employment. The minimum age is always 15 years in Sweden and 13 years in Denmark

Suppliers are to respect employees' freedom of association and the right to collective bargaining and agreements. Employee representatives must be able to perform their duties.

Occupational health and safety

Suppliers are responsible for ensuring that their workplaces are safe and comply with national laws and agreements. Wihlborgs expects suppliers to engage in systematic and preventative efforts to continuously improve employees' working environment and health.

Everyone who works for a supplier is to receive relevant information and training regarding occupational health and safety risks in a language they understand. Suppliers must provide appropriate protective equipment and ensure that no alcohol or drugs are consumed during working hours.

Near misses and accidents that occur while carrying out work on behalf of Wihlborgs are to be reported without delay to the relevant Wihlborgs contact. Everyone working for our suppliers, irrespective of their form of employment or contract type, is to be covered by accident insurance.

Environmental and climate impact

Wihlborgs works deliberately to limit its environmental and climate impact across the entire value chain and expects its suppliers to prioritise and support Wihlborgs in this work.

Suppliers are to work systematically and preventatively, with robust controls and appropriate procedures to limit the environmental and climate impact of their operations. This also includes setting requirements for their own subcontractors' environmental and climate efforts.

Suppliers are to apply the "Precautionary Principle" as a foundation for preventing or mitigating damage to the environment and health. The products and materials used at Wihlborgs' properties are to have as little environmental impact as possible, which suppliers must be able to demonstrate using relevant data and certificates.

Suppliers are to strive to apply a lifecycle perspective in their environmental work. This includes an ambition to reduce the amount of waste generated and to increase reuse and recycling, thereby avoiding waste being sent to landfill or incineration.

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Information och communication

Confidential information about Wihlborgs' operations or the operations of Wihlborgs' customers may not be shared with unauthorised individuals. All personal data is to be processed with due care in accordance with applicable legislation (the General Data Protection Regulation, GDPR). All external communication by the supplier relating to Wihlborgs' operations or brand must be approved by Wihlborgs in advance.

Collaboration and monitoring

We regularly evaluate our suppliers to ensure compliance with the requirements of this Code of Conduct. This may, for example, involve demonstrating compliance through relevant certificates, documents and data. If a supplier is not approved in any part of the self-evaluation, we prefer corrective measures to be taken before a contract is signed.

In addition to the above, Wihlborgs may initiate a separate review, potentially including random visits to suppliers, to investigate compliance with the Code of Conduct. Suppliers are expected to actively participate in the review and provide all relevant material requested.

If a supplier does not meet its obligations under the Code of Conduct or repeatedly demonstrates an unwillingness to make improvements, Wihlborgs may terminate the partnership.

Wihlborgs is committed to ensuring that the Code of Conduct is interpreted and applied in a relevant manner in the supplier's operations, and we are happy to share good examples and consider suppliers' ideas and suggestions. We strive for an open and honest dialogue and wish to receive information without delay about any breaches of the Code of Conduct that suppliers identify in their own operations or in the value chain. We also welcome feedback from suppliers if they believe that Wihlborgs has, in any respect, failed to comply with the principles set out in this Code of Conduct

In the first instance, suppliers should contact the relevant Wihlborgs contact, the Procurement Director or the CEO. If, for any reason, this is not considered possible or appropriate, Wihlborgs also has an independent whistle-blower service for the anonymous reporting of suspected breaches of the Code of Conduct.

The whistle-blower service is administered by an external party and is accessible via Wihlborgs' website as a last resort, i.e. when it is not possible to contact any of the responsible individuals at Wihlborgs directly.

If we identify that our supply chain has caused or contributed to an adverse impact on human rights, we will take action to provide or enable remedy. This includes ensuring fair and effective processes for handling grievances. This will be done by investigating the matter and subsequently taking relevant corrective action.