

Code of Conduct for suppliers to Sonepar Sverige AB

Sonepar Sverige AB (Sonepar) wants to create value for our identified key stakeholders: customers, suppliers, employees and owners. We want to contribute to a better environment and living conditions for all people and combine social and environmental responsibility with a profitable business. Therefore, we have written this Code of Conduct (CoC) and adopted these principles outlined herein for our suppliers of products and services.

Sonepar strives for long-term good business relationships and a healthy collaboration with our suppliers. We support international standards on human rights, working conditions, the environment and anti-corruption. We expect our suppliers to align their operations with the principles outlined in this Code of Conduct (CoC), which we consider a non-negotiable criterion in our business relationships.

We expect our suppliers to comply with this CoC. Our suppliers are also obliged to ensure that all their subcontractors involved in the manufacture of goods and services for Sonepar comply with this CoC. This means that the supplier must establish plans and follow-up procedures demonstrating compliance with all the guidelines set out in this Code of Conduct.

1 Legal requirements

The main principle is that our suppliers must comply with the national laws of the countries in which they operate. If any requirement in this Code conflicts with national legislation in a given country, the law shall prevail. In such cases, the supplier must immediately inform Sonepar Sverige AB. Our requirements may, however, exceed those set by national legislation.

2 Human rights

Human rights must be respected and protected in accordance with internationally recognised standards such as:

- the UN Guiding Principles on Business and Human Rights,
- the Universal Declaration of Human Rights and, where applicable,
- The Voluntary Principles of Security and Human Rights

The supplier thereby undertakes to respect and protect human rights and the communities affected by their activities, including the rights of minorities and Indigenous peoples, women's rights, as well as respect for diversity, equity, and inclusion. The supplier must not participate in unlawful forced evictions or take any other actions that may violate these rights.

3 Environmental protection, reduction of resource consumption, waste and emissions

The supplier is expected to take environmental considerations into account and understand how their operations impact the environment. Continual improvement of resource efficiency through conscious and responsible use of resources should be an integral part of both the

management system and day-to-day operations. Emissions to air, water, and soil must be reduced to the necessary minimum, documented, and monitored. Suppliers shall therefore take the necessary measures to protect the environment, prevent environmental degradation, and reduce climate impact by acting in accordance with internationally recognized environmental management standards

The supplier must therefore:

- Assess the significant environmental impacts of its operations.
- Establish effective policies and procedures that reflect its environmental responsibilities.
- Implement appropriate measures to prevent or minimise negative impacts on society, natural resources and the environment.

Compliance with environmental legislation, the supplier shall:

- Obtain and maintain all necessary permits and licenses for its operations.
- Report and disclose environmental information in accordance with applicable legislation.
- Stay informed about changes in environmental laws and adapt its operations accordingly to ensure continued compliance.
- Report any violations to the relevant authorities and take corrective actions.

Climate change and greenhouse gas (GHG) emissions reporting, the supplier shall:

- Set targets and work continuously to reduce greenhouse gas emissions from its own operations and throughout the value chain.
- Regularly monitor and document its emissions in accordance with recognized standards and frameworks, such as the GHG Protocol.
- Provide data – including weights, distances and vehicle data or fuel consumption – that enables an accurate assessment of the environmental impact associated with deliveries from the supplier's facilities.
- Annually report the climate impact of each product and/or service provided to Sonepar, which includes GHG Scope 1, 2 and 3 or in accordance with ISO 14064-1.
- Sonepar encourages suppliers to set ambitious targets, for example through the Science Based Targets initiative (SBTi), to reduce their GHG emissions. Compliance with local and international regulations on GHG emissions is mandatory. In addition, the supplier should strive to exceed these requirements in order to contribute to global efforts to mitigate climate change.

Product data and environmental product declarations

Suppliers shall, upon request, provide environmental data for products and, where available, Environmental Product Declarations (EPDs). This information must be regularly updated to enable assessment of the products' climate impact and circularity.

Standards that can be applied include, but are not limited to:

- ISO 14040-44 for Life Cycle Assessment (LCA)
- ISO 14025 for Environmental Product Declarations (EPDs)
- PEP Ecopassport Program
- Product Category Rules (PCR) for Construction-Related Products and Services – IBU
- NF EN 50693 – Product Category Rules for Life Cycle Assessments of Electronic and Electrical Products and Systems
- EN 15804 – sustainability of construction works – environmental product declarations

Waste reduction and circularity, the supplier shall:

- Establish the necessary policies and procedures to manage waste responsibly.
- Have implemented – or be in the process of implementing – a waste management and reduction program with clearly defined targets. The program should include clear commitments regarding the use of recycled packaging materials, improved recyclability, and reduction of packaging volumes.
- Provide relevant product documentation, including disassembly instructions and end-of-life handling guidelines, in accordance with applicable regulations. In line with the EU WEEE Directive (Waste Electrical and Electronic Equipment) and national legislation, suppliers must ensure proper recycling of used products and strive to extend their lifespan where possible.
- Sonepar expects suppliers to actively collaborate in identifying and developing circular solutions. This may include – but is not limited to – collection, reuse, repair, refurbishment, reconditioning, redistribution, and recycling of products.

Biodiversity, land use and deforestation

Sonepar expects suppliers to maintain the highest standards when it comes to protecting biodiversity, using land responsibly and preventing deforestation.

- Suppliers are encouraged to regularly monitor, document and report their impact on biodiversity in accordance with recognised standards and frameworks. This information shall be made available to Sonepar and relevant stakeholders upon request, to ensure transparency and accountability.
- Suppliers must actively contribute to the preservation of natural habitats and ecosystems and protect and conserve biodiversity. Responsible land use is essential, and activities leading to habitat loss or land degradation must be avoided.
- To combat deforestation, suppliers must apply practices that prevent illegal logging, land clearing, and other activities that contribute to forest loss. They are also encouraged to support reforestation and reforestation initiatives.

- Suppliers are expected to comply with applicable laws and regulations regarding deforestation and provide Sonepar Sverige AB with relevant documentation and evidence of due diligence to ensure that delivered products are free from links to deforestation.

Hazardous substances

Sonepar strives to ensure that our procurement does not pose or contribute to chemical risks. When handling substances (materials, preparations, and products) that are classified as hazardous or that may contaminate water, suppliers must ensure that these are procured, labeled, handled, transported, stored, reused, and disposed of in a safe manner. These procedures must be documented. Special attention must also be given to the prohibitions on the production and use of all hazardous substances regulated by legislation.

The supplier must therefore:

- Provide up-to-date Material Safety Data Sheets (MSDS) for all relevant products
- Avoid the use of unregulated hazardous chemicals, particles, or substances – such as carcinogenic, mutagenic, or toxic substances, biocides, persistent organic pollutants (POPs), or equivalent materials. If such substances are used, this must be immediately communicated to us during the procurement process to enable informed purchasing decisions.
- Comply with the REACH Regulation (Registration, Evaluation, Authorization, and Restriction of Chemicals) and the RoHS Directive (Restriction of Hazardous Substances).
- Comply with all applicable laws and regulations concerning the use, handling, and disposal of per- and polyfluoroalkyl substances (PFAS), including provisions from the U.S. Environmental Protection Agency (EPA), the EU REACH Regulation, and other relevant local regulatory authorities.

Water quality, consumption and management

Sonepar expects its suppliers to comply with international standards for water quality, water consumption and water management. The supplier must therefore ensure:

- That operations do not deteriorate water quality.
- Actively prevent pollution and discharges into local waterways.
- Handle wastewater responsibly.
- Comply with all relevant regulations and requirements for water discharge.
- Implement effective methods to reduce water consumption and promote water conservation.
- Use technologies and practices that improve water efficiency and minimize waste.
- Actively work to protect water resources and ensure availability and quality for future generation
- Collaborate with local communities and other stakeholders to support initiatives for sustainable water use and watershed management.

Ambient air quality

The supplier is expected to regularly monitor, report, effectively manage and, where possible, reduce or eliminate emissions that contribute to air pollution, in strict compliance with applicable legislation.

Soil quality

Where applicable, the supplier shall monitor and limit its impact on soil quality to prevent erosion, nutrient depletion, subsidence, and contamination.

Environmental management system

It is important that the supplier actively demonstrates its commitment to environmental responsibility by developing and implementing clear environmental policies and strategic roadmaps. These should aim to continuously monitor, verify and reduce the environmental impact of operations. These initiatives should be communicated openly to relevant stakeholders, for example through sustainability reports.

Where appropriate, the supplier shall also maintain an environmental management system and implement a risk-based approach to prevent environmental incidents and address negative impacts.

The supplier shall also be prepared, upon request, to provide documentation of its environmental policies and strategic roadmaps. This is to ensure transparency, accountability, and alignment with our sustainability goals, as well as to contribute to the continuous improvement of environmental performance.

4 Responsible value chain

The supplier must make reasonable efforts to ensure that no violations of environmental standards, human rights, labour rights, health and safety, anti-corruption, or other financial crimes occur within the value chain by:

- Identifying and assessing risks in the value chain
- Preventing, mitigating, and acting on identified risks and/or actual negative impacts on people and the environment in the value chain, and where appropriate, providing remediation
- Implementing processes to identify and manage risks in the value chain and ensuring these through internal and/or external controls
- Being transparent and communicating about its work with the value chain

5 Ethical conduct

Compliance with anti-corruption laws

Sonepar does not accept any form of fraudulent behavior. The Supplier is expected to have a written zero-tolerance policy against corruption and undue influence, and to apply this policy

in order to avoid violations of applicable laws and regulations. The supplier is expected to document its operations and objectives and should disclose these in accordance with applicable regulations and industry practices.

The Supplier must not, directly or indirectly, engage in any form of extortion, embezzlement or corruption and shall have processes in place, at a minimum, comply with guidelines for adherence to the UK Bribery Act. No forms of illegal price-fixing or cartel formation, money laundering, or other illegal activities are permitted, nor is it allowed to offer or accept any form of bribe, promise, or offer of undue advantage, including so-called “facilitation payments,” to induce or reward improper behavior aimed at achieving commercial, contractual, or personal benefits. A benefit may include, but is not limited to: gifts, loans, money, fees, rewards, travel, services, bonuses, vouchers of any kind, product samples for personal use, or employment contracts.

The supplier shall not make political contributions, charitable donations and/or sponsorships in the hope of obtaining any benefits.

Upon request of Sonepar, the supplier must be able to answer questions about its anti-corruption policies and is also obliged to conduct reasonable due diligence to prevent and detect cases of corruption and undue influence in all business relationships, including partnerships, joint ventures and collaborations with intermediaries such as agents or consultants.

The supplier must immediately report if they receive any request or demand for improper financial or other benefits in connection with the performance of their agreements with Sonepar.

Gifts and invitations

In all business interactions, the supplier must ensure that offering or accepting a gift, invitation, hospitality, or any other business courtesy is done in compliance with applicable legislation, serves a legitimate purpose, is reasonable in scope, and is free from any intent to influence decision-making.

Such exchanges must also align with the recipient’s organizational policies and procedures and adhere to established norms and practices in the market

Intellectual Property Rights

Intellectual property rights such as: patents, trademarks, copyrights, trade secrets, know-how and technical data must be respected and never used in any other way than what is permitted.

Conflicts of interest

The supplier must avoid all conflicts of interest or situations that could give rise to the suspicion of a conflict of interest in its business relationships with Sonepar Sverige AB.

If circumstances arise that could potentially lead to a conflict of interest between the supplier and Sonepar Sverige AB, the business partner must promptly disclose the situation.

Cybersecurity

The provider shall apply cybersecurity technology and procedures that comply with applicable industry standards. In the event of a security breach, attempted unauthorized access, or other incidents that may affect the security of Sonepar's systems or data, the supplier must immediately report the incident and cooperate to mitigate its consequences.

The provider shall ensure that its employees, subcontractors and agents receive adequate training in cybersecurity and data protection to fulfill contractual obligations and adhere to industry best practices.

Confidential information

The supplier must take the necessary measures to protect all sensitive information and data belonging to Sonepar, including – but not limited to – confidential, internal, proprietary and personal information. Only authorised employees and subcontractors with a legitimate need shall have access to such information.

The information and data may not be used for any purpose other than those covered by the business relationship, without prior written approval from Sonepar.

Personal data

The supplier must comply with all applicable laws and regulations regarding the protection of personal data.

6 Decent and safe working conditions

The supplier must respect the right to decent working and living conditions for workers and local communities. Vulnerable individuals, such as young workers, pregnant employees, new mothers and persons with disabilities, must be given special protection and consideration. Workers should be granted sick and parental leave without any form of penalty.

The supplier must systematically prevent ill health and promote a good working environment and comply following international standards where national legislation is weak. Active cooperation between employers and employees, and/or their representatives is a essential for developing and implementing a system that ensures a safe and healthy working environment. This can be achieved through the establishment of safety committees.

The supplier must ensure that systems are in place to detect, assess, avoid and respond to potential health and safety threats. They must take effective measures to prevent workers from being exposed to work-related accidents, injuries or illnesses. These measures should aim to minimise the causes of workplace risks.

The supplier shall strive to improve the protection of workers in the event of an accident, including through mandatory insurance.

The employee's safety must always be prioritized in all situations. No hazardous equipment or unsafe buildings will be acceptable. The supplier shall take appropriate measures to ensure the stability and safety of equipment and buildings used by workers and to protect against any possible emergencies.

Systematic fire safety measures must be implemented. This includes, among other things:

- Workplaces must have clearly marked exits and, preferably, emergency exits on all floors.
- Emergency exits must open outward.
- Exits must not be blocked and must be well-lit
- If emergency exits are locked, keys must be placed so they are accessible to all personnel at all times.
- The supplier must respect the employees right to leave the premises in the event of imminent danger without seeking permission.
- All employees and visitors must be made aware of safety arrangements, such as emergency exits, fire extinguishers, first aid equipment, etc.
- An evacuation plan must be available at the workplace. Regular fire alarm tests and evacuation drills must be conducted.

First aid equipment must be available at every workplace, and at least one person in each department must be trained in basic first aid.

The supplier must also ensure adequate occupational health care (in particular, medical assistance should be available at short notice in the event of an accident) and related facilities, access to safe drinking water, safe and clean dining and break areas, hygienic and safe cooking facilities, and proper food storage.

The supplier must provide effective personal protective equipment to all workers free of charge and ensure it is used correctly.

The supplier must conduct regular safety audits of its facilities and take necessary measures to address identified deficiencies.

7 Safe working conditions

The supplier must ensure that employment conditions do not cause insecurity and social or economic vulnerability for its employees and that work is carried out on the basis of recognised and documented employment relationships in accordance with national legislation, customs or practices, and international labour standards, whichever provides better protection.

The supplier must provide employees with clear information about their rights, obligations and terms of employment, including working hours, wages and payment conditions, before they commence employment.

Employees should be supported in their roles as parents or carers, in particular in the case of migrant and seasonal workers whose children have been left behind in their home countries.

The supplier must not structure employment terms in a way that deliberately circumvents the true intent of the law. This includes apprenticeship programmes where there is no intention to provide skills or regular employment, and seasonal or casual work when used to

undermine worker protections. Furthermore, the use of subcontractors must not be employed to undermine workers' rights.

No employee should be required to give up their identity documents or pay a deposit at the start of employment.

8 Prohibition of child labour

Sonepar prohibits child labour. The provider may not employ, directly or indirectly, children who are younger than the minimum age (15 years) before completing compulsory schooling as defined by law, unless exceptions recognised by the ILO apply.

The supplier must establish reliable and effective age verification mechanisms as part of the recruitment process, which must in no way be degrading or disrespectful to the employee. This principle aims to protect children from all forms of exploitation. Special caution must be taken when terminating the employment of children, as they may move into more dangerous employment. When children are to leave the workplace, the supplier must identify measures to ensure the protection of the affected children and work with local NGOs to find the best solution for the children. All actions taken must always strive to improve, not worsen, the situation of each individual child. Any costs for education, etc., must be paid by the company. The supplier shall inform Sonepar in writing about its discussions with local voluntary organisations and any measures taken for each individual child.

The supplier must be able, upon request, to demonstrate, that it has robust processes and effective control systems in place to meet these requirements.

9 Special protection for young workers

Sonepar requires the supplier to ensure that young workers (a child older than the minimum age described above up to the age of 18 and) do not work at night and are protected from working conditions that could be harmful to their health, safety, well-being and development. Where young workers are employed, the supplier must ensure that the work:

- Is not likely to be harmful to their health, safety, well-being or development.
- Does not reduce the child's school attendance.
- Has been approved by the competent authority
- Increases their ability to benefit from educational or training programs.

The supplier must ensure that necessary mechanisms are in place to prevent, identify and mitigate harm to young workers. Special consideration must be given to young workers, including their ability to influence decisions, their need for occupational health services, and access to educational programs.

10 Forced and Debt Labor (Slavery)

The supplier must not engage in any form of slavery, forced labour, bonded labour, trafficking or or involuntary work. The supplier may risk allegations of complicity if they benefit from the

use of such forms of labour among their own suppliers. The supplier must act with particular care when recruiting migrant workers, both directly and indirectly.

The supplier must allow its employees to leave work and freely terminate their employment, provided that employees give reasonable notice to the employer, confiscation of identity documents is not permitted. The supplier must also ensure that workers are not subjected to inhuman or degrading treatment, corporal punishment, mental or physical coercion and/or verbal abuse. Employees must not be required to sign agreements for continued employment as a condition for further training.

All disciplinary procedures must be established in writing and explained verbally to employees in understandable terms. Sonepar does not accept the use of disciplinary measures in the form of punishment or other mental or physical disciplinary actions, or sexual harassment.

The supplier must apply due diligence principles in third-party recruitment, including effective selection and verification measures.

11 Freedom of association and the right to collective bargaining

Our suppliers must respect workers' right to form trade unions in a free and democratic manner. The supplier must not discriminate against workers because of union membership and must respect workers' right to engage in collective bargaining. The supplier must not prevent workers' representatives from accessing employees at the workplace or from interacting with them.

If the supplier operates in countries where trade union activity is illegal or where free and democratic trade union activity is not permitted, the supplier must respect this principle by allowing employees to freely choose their own representatives with whom the company can engage in a dialogue on workplace issues.

12 Discrimination

The supplier must not discriminate, exclude or favour individuals based on gender, gender identity or expression, pregnancy, ethnicity, religion or other belief, disability, sexual orientation, age, socio-economic background, membership of trade unions or other legitimate organisations, political affiliation or opinions, marital status, or HIV infection. Employees must also not be harassed or reprimanded on any of the grounds listed above.

The supplier shall uphold the human rights of its employees and treat them with dignity and respect. This applies to all employees, including part-time and temporary workers, migrant workers, student interns, full-time employees and all other forms of workers.

Furthermore, business partners are required to have a clearly defined policy or roadmap for diversity and inclusion, or to actively work to develop one.

13 Inhumane treatment

Sonepar does not accept any form of physical abuse or punishment. Supplier must not engage in, tolerate, benefit from, contribute to, assist with or facilitate any type of:

- torture, cruel, inhuman and degrading treatment, and/or
- other serious violations of human rights and abuses such as slavery, human trafficking
- or sexual violence
- war crimes or other serious violations of international humanitarian law,
- violations of humanity or genocide.

14 Fair compensation

The supplier must respect the right of its employees to receive fair compensation that is sufficient to provide a decent standard of living for themselves, as well as the social benefits to which they are entitled under local laws.

The supplier must, at a minimum, pay wages in accordance with local minimum wage legislation or the industry standard approved by collective agreements, whichever is higher. Wage deductions as a disciplinary measure are not permitted.

Wages must be paid regularly, on time, and in legal tender. Partial payment in the form of in-kind compensation may be accepted in accordance with specific ILO provisions. Wage levels should reflect the skills and education of the workers and correspond to the hours worked. Deductions are only permitted under the conditions and to the extent prescribed by law or established through collective agreements.

15 Reasonable working hours

The supplier must ensure that workers are not required to work more than 48 hours of regular working time per week, except for the accepted exceptions under ILO standards.

Applicable national laws, industry standards or collective agreements must be interpreted within the international framework established by the ILO.

Overtime should only be used in exceptional cases. It must be voluntary, compensated at a premium of at least one and one-quarter times the normal wage, and must not increase the likelihood of workplace accidents. In addition, the supplier must provide employees with the right to rest each working day and the right to at least one day off per week or seven-day period.

16 Housing Conditions

Suppliers who directly or indirectly provide accommodation for workers within their operation chain must provide decent, safe, clean and hygienic living conditions. These accommodations must provide sufficient personal and private space for each worker, as well as secure storage for their belongings.

If a workplace provides housing for workers, the safety requirements outlined in section 6 above shall also apply to such housing areas. In addition, the following applies:

- Every worker must have their own individual bed, and the living space per worker must meet the legally required minimum standard.
- Separate dormitories, toilets and showers must be provided for men and women.
- There must be no restriction on the employee's right to leave the housing area or facility during their free time.

17 Products

The supplier must ensure that the specific risks associated with the production of their products – including raw materials, components, assembly and packaging – are carefully assessed and appropriately managed throughout the entire supply chain. They must comply with all relevant laws and regulations, as well as make diligent efforts to maintain health and safety procedures.

Suppliers must, upon request, be able to provide evidence that their products and packaging comply with applicable laws and regulations, including restrictions on hazardous substances as well as procedures for recycling and end-of-life management procedures.

Suppliers are responsible for ensuring that all products are accompanied by complete and easy-to-understand documentation, including clear instructions for use and safety guidelines – particularly when dealing with hazardous or high-risk materials.

Suppliers must make all certificates of conformity relating to products, production processes or certifications related to their products and services available to Sonepar, either directly or upon request.

18 Compliance with international trade regulations

Taxes

The supplier must ensure compliance with all tax laws and regulations in the jurisdictions in which they operate, as well as maintain open and transparent communication with tax authorities.

Export and import control

The supplier must ensure that their actions comply with all applicable laws and regulations governing the import and export of the goods or services they offer.

In particular, they must take proactive measures to prevent actions that could result in violations of sanctions, whether administered by national or international authorities.

High-risk minerals

Suppliers are responsible for determining whether their products contain high-risk minerals, namely:

- **Conflict minerals:** tin, tantalum, gold and tungsten, also known as 3TG, which directly or indirectly originate from conflict-affected, high-risk areas or neighbouring regions*.
- * Conflict-affected and high-risk areas are locations where armed conflict, widespread violence, or serious human rights abuses occur. These areas are often characterized by political instability, weak institutions, and violations of national or international law.
- **Critical minerals** such as: aluminum, chromium, cobalt, copper, graphite, indium, iron, lead, lithium, manganese, molybdenum, nickel, phosphorus, silver, titanium, vanadium, zinc and mica.
- **Rare earth elements (REEs):** 17 metallic elements, minerals that are difficult to extract.
- **Platinum group metals (PGMs)** consist of six elements : platinum, palladium, rhodium, ruthenium, iridium and osmium. Widely used in industry, medical technology and electronics.

If such minerals are present, the supplier must conduct thorough due diligence of its supply chain to trace the origin of the minerals. The supplier is then required to take necessary measures to ensure that any high-risk minerals in products delivered to Sonepar Sverige AB are responsibly sourced and to declare their use. The supplier's guidelines should therefore also require sourcing from actors whose due diligence process has been verified through an independent third-party audit. We also encourage replacing or reducing the use of high-risk minerals where possible.

The supplier must implement a due diligence process to identify and assess risks in the value chain, including the presence of high-risk minerals and violations related to child labor, forced labor, human trafficking, human rights abuses, occupational health, and safety.

Based on this analysis, the supplier must develop strategies to prevent identified risks and ensure that operations are conducted in accordance with the OECD Guidelines for Responsible Business Conduct, the ILO's core conventions and applicable legislation.

Upon request, the supplier must be able to provide regular compliance reports showing the measures taken to increase transparency and ethical standards in the supply chain. Suppliers may also be asked to provide certificates confirming that they comply with applicable due diligence procedures in accordance with applicable regulations.

Logistics and transport

Business partners must pay attention to the specific human rights, health, and safety risks that are common in the logistics and transport sectors.

Employees in these areas must enjoy the same rights and standards that apply to other employees under this CoC for Business Partners.

19 Hiring or using private or public security forces

In accordance with Global Compact's standards, suppliers must conduct a background check before hiring security personnel or engaging security service providers to exclude any prior involvement in human rights violations and/or excessive use of force. Suppliers must have procedures in place to investigate potential security incidents involving the use of force.

20 Local involvement

Sonepar aims to be an active participant in the local communities where we operate. The supplier is therefore expected to actively engage in dialogue with stakeholders, local communities, authorities, environmental organizations and other interest groups to understand needs, gather feedback and promote collaboration for ecological balance and sustainable resource management.

This includes regularly assessing and monitoring environmental impacts, taking prompt corrective actions when necessary, implementing transparent communication channels, and participating in community initiatives for sustainable development.

We also encourage, where possible and appropriate for the supplier's sustainability, performance, cost, and/or scope, inviting local businesses to bid for subcontracting work and considering the employment of local residents.

21 Animal welfare

Animal well-being must be respected. Measures should be taken to minimise negative impacts on the welfare of production and working animals. National and international laws and regulations on animal welfare must be followed.

Guidance, follow-up and reporting

Sonepar's purchasing organization is responsible for implementing and monitoring our suppliers' compliance with the "Supplier Code of Conduct for Sonepar Sverige AB." All known or suspected violations of this policy must be reported, addressed, and followed up.

All suppliers are required to keep Sonepar informed of where each ordered product is produced and its contents. Sonepar reserves the right to conduct unannounced inspections of any factory producing goods or services for Sonepar, at any time to ensure compliance with this Code of Conduct. Inspections may also be carried out by an independent third party chosen by Sonepar. The supplier or manufacturer must, upon request, provide the documentation necessary to monitor compliance with the Code.

Individuals participating in inspections may be subject to confidentiality obligations to protect company assets.

If a supplier has not corrected any deviations from the Code of Conduct in accordance with the corrective action plan within the specified time, Sonepar will cease purchasing until the matter is resolved or will terminate the business relationship. In the event of repeated violations, Sonepar will immediately terminate the business relationship and cancel any existing orders.

Maintaining high standards in the upstream value chain

The supplier is expected to ensure that relevant standards are maintained throughout the upstream value chain. This includes defining and applying comparable standards for Tier 1 suppliers, as well as setting binding requirements to communicate and ensure compliance with these standards throughout the value chain.

Accurate documentation

The supplier is obligated to maintain the integrity of its documentation and must not alter any information to conceal or distort the true nature of a transaction or information. All documents, regardless of format, that serve as evidence of business transactions must faithfully and accurately reflect the documented transaction or event. Furthermore, documents must be retained in accordance with all applicable legal and contractual archiving requirements.

Remediation and grievance mechanisms

The supplier is required to establish a robust grievance mechanism with clear remediation procedures. This mechanism must be documented, well-communicated to workers, easily accessible, and ensure confidentiality and protection against retaliation. Appropriate corrective actions must be taken, and any harm suffered by workers must be addressed promptly.

Upon request, business partners must be able to provide evidence that the grievance mechanism exists and functions effectively.

Speak-up

The supplier must provide its employees with appropriate channels to raise concerns or questions for discussion without fear of retaliation.

The supplier's employees and their subcontractors may at any time use Sonepar's Speak Up Line, which is available to all external parties via the Sonepar Sverige AB website.

Sonepar Sverige AB encourages both employees and the supplier's staff to report any known or suspected violations of this Code of Conduct by sending an email, a letter, or calling the address provided below:

To the Marketing Director:

Sonepar
Attn: Marketing Director Mikael Bill 191 83 Sollentuna Sweden
E-mail: mikael.bill@sonepar.se
Phone: 08-92 35 77

or

To the Sustainability team

Sonepar
Attn: Sustainability
191 83 Sollentuna Sweden
E-mail: hallbarhet@sonepar.se Tel: 08-923500

Regardless of the reporting channel, all allegations of possible violations of the Code made in good faith will receive a prompt, fair and thorough investigation with appropriate internal and/or external support. There must be no retaliation or other negative consequences for individuals who report in good faith. The information received will be managed in accordance

with the guidelines of the the Swedish Authority for Privacy Protection for handling sensitive information : <https://www.imy.se/verksamhet/dataskydd/>

Sonepar Sverige AB's Code of Conduct is based on international conventions such as:

- Universal Declaration of Human Rights, UN Guiding.
- [https://fn.se/vi-gor/vi-utbildar-och-informerar/fn-info/vad-gor-fn/fns-arbete-med-manskliga- Rights/The Universal-Declaration-of-Human-Rights/](https://fn.se/vi-gor/vi-utbildar-och-informerar/fn-info/vad-gor-fn/fns-arbete-med-manskliga-Rights/The-Universal-Declaration-of-Human-Rights/)
- The Children's Rights and Business Principles, UN Guiding:
<https://www.unicef.org/documents/childrens-rights-and-business-principles>
- Guiding Principles for Business and Human Rights:
http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf
- OECD Guidelines: <https://www.oecd.org/>
- UN Global Compact and International Labour Organization (ILO) Conventions Labour and Decent Work | UN Global Compact : [Labour and Decent Work | UN Global Compact](#)

Sonepar will work together with our suppliers to ensure that the above-mentioned international frameworks are respected and contribute to improved conditions for people and the environment.

This agreement has been established between:

Sollentuna:

Place and date:

Sonepar

Enterprise

Name clarification

Name clarification

Title and title

Title and title
