

# EVAC SUPPLIER CODE OF CONDUCT

## PROFESSIONAL BUSINESS RELATIONS

Evac wants to be regarded as a professional business partner and will only deal with reliable suppliers (“Supplier/s”). Evac prefers long-term relationship. Evac expects from its Suppliers competence and continuous improvement in quality, cost control, innovation, reliability, and sustainability.

Evac Supplier Code of Conduct illustrates the values according to which Evac operates globally. We expect our Suppliers to comply with the requirements of this Code of Conduct in the dealings with Evac, their own employees, and suppliers, as well as third parties including government officials. Any breach or potential breach of Evac Supplier Code of Conduct shall be reported by the Supplier to Evac without any delay.

### 1. LEGAL AND TRADE COMPLIANCE

The Supplier shall comply with all applicable laws and regulations. This code of conduct sets up the minimum standard or behaviour that are to follow-up by the Suppliers. However, this do not override any applicable laws and regulations.

The Supplier shall comply with all applicable sanction and export control laws and regulations, including but not limited to international trade sanctions and embargoes issued by the UN, UK, EU, or US authorities or any other authority. The Supplier is required to provide Evac upon request and without a delay with information about compliance therewith, including but not limited to the manufacturing locations of the products, and services it supplies to Evac together with proof of origin.

### 2. BUSINESS CONDUCT

#### 2.1 Ethical Conduct

The Suppliers shall in all its operations be committed to high ethical standards in its business practices and shall prohibit any corrupt or fraudulent practices or money laundering activities.

#### 2.2 Conflict Minerals

The Supplier shall in its operations be aware of the Conflict Mineral regulations and strictly follow-up such regulations of the authorities.

#### 2.3. Prohibition of Corrupt Practices

Evac does not tolerate any form, direct nor indirect, of bribery or similar unethical influence and shall never offer, solicit, or accept a bribe in any form from our suppliers.

Evac Suppliers shall conduct themselves the same way and comply with applicable anti-bribery laws and regulations.

## **2.4 Fair competition**

Evac competes fairly within the framework of applicable competition laws in all markets. All Evac Suppliers shall comply with applicable competition laws and fair competition principles. For example, the Supplier shall not enter into any arrangements or agreements with its competitors to share or increase prices or to restrict the availability of the products or in any way act against applicable competition laws.

## **2.5. Conflicts of Interest**

The Supplier and its employees shall avoid any situation where Evac's employee interests' conflict or may conflict with interests of Evac and any such situations shall be reported to Evac prior to any such conflict.

## **3 LABOR AND HUMAN RIGHTS**

The Supplier is expected to respect internationally recognized human rights, including those set out in the International Bill of Human Rights, the UN Guiding Principles of Business and Human Rights, and the principles set out in the International Labour Organization's Declaration of Fundamental Principles and Rights at Work.

The Supplier shall treat its employees in a fair and equal manner. The Supplier shall not discriminate in the hiring, compensation, promotion, discipline, termination, or retirement of employees based on gender, gender identity, age, religion, marital status, sexual orientation, disability, social class, political opinion, or national or ethnic origin, or any other characteristic that does not relate to the individual's qualifications or the inherent requirements for the job.

The Supplier shall treat its employees with dignity and respect and shall ensure that no worker is subject to any physical, sexual, psychological, or verbal harassment, abuse, or other form of intimidation.

### **3.1. Child and Forced Labour**

The Supplier shall not use workers under the age of 15 or under the local legal minimum age for work and or mandatory schooling age.

The Supplier shall under no circumstances use forced labour or contract with subcontractors or suppliers using child labour or forced labour.

### **3.2 Terms of Employment**

The Supplier shall ensure that compensation paid to its employees (including contractors, temporary or part-time employees) complies with all applicable wage laws, and mandatory collective agreements (or similar agreements), including those related to the minimum wages, overtime hours, paid leave, and mandatory benefits.

#### **4 ENVIRONMENT**

The supplier shall make all reasonable efforts to protect the environment, and to minimize any negative environmental impact of its activities.

The supplier shall comply with all applicable environmental laws and regulations such as:

- Local and international legislation
- Restricted Substance lists (REACH)
- Restricted of Hazardous Substances (RoHS)

Supplier shall comply general requirements regarding the prohibition, restriction, labelling for recycling or disposal of specific substances as set by the industry standards and/ or local legislations.

Supplier shall follow-up Evac document of Environmental, Health and Safety Requirements – On site works-Annex as listed in the Evac Purchasing agreement.

The supplier shall obtain, maintain, and comply with all environmental permits, licenses, and registrations necessary for its operations. The supplier shall monitor, control, minimize and appropriately treat emissions and pollutants (to air, soil, and water) and other waste generated from its operations. The supplier shall aim to continuously reduce the carbon footprint of its operations through actions such as improving energy efficiency, sourcing renewable energy and eliminating, reducing, and recycling waste.

The supplier shall have an appropriate, structured, and systematic approach to managing its environmental responsibilities that include, if applicable, establishing a suitable environmental management system, preferable ISO 14001.

#### **5 HEALTH AND SAFETY**

The Supplier shall ensure that its employees have safe and healthy working environment complying with all applicable laws and regulations. The Supplier shall have to have proper health systems in place to cover at least human safety, emergency preparations, exposures to dangerous chemicals, biological substances, epidemics, and pandemics.

The Supplier shall have appropriate, structured, and systematic approach to managing its health and safety responsibilities and if applicable, establishing a suitable Health and Safety management system, preferable ISO 45001.

Supplier shall follow-up Evac document of Environmental, Health and Safety Requirements – On site works-Annex as listed in the Evac Purchasing agreement.

#### **6 IPR AND PUBLICITY**

The Supplier shall comply with all applicable laws, regulations, and international treaties on intellectual property rights. The Supplier shall not infringe Evac's or any third party's intellectual property rights. Unless otherwise agreed, the Supplier is not entitled to publicize its cooperation with Evac or utilize Evac trademarks (or any other IPR) without the express prior written approval from Evac.



## 7 APPLICABILITY

By agreeing to work with Evac the Supplier confirms that it and its affiliates and their employees, directors and officers comply with this Evac Supplier Code of Conduct.

The Supplier shall ensure that its representatives, agent's, suppliers, subcontractors, consultants, and partners comply with the principles of the Evac Supplier Code of Conduct.

Acknowledged and approved

Place \_\_\_\_\_

Date\_\_\_\_\_

Company Name

Signature

Company Registration number

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