

Supplier code of conduct

We value ethical and responsible business practices and require all suppliers and business partners to commit to our Supplier code of conduct. This document outlines the standards and expectations for all Suppliers working with us. It is the responsibility of the Supplier to ensure that its employees, relevant affiliated companies, and subcontractors are informed about the content and comply with the requirements.

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1 Legal compliance

Suppliers must comply with all applicable laws, regulations, and industry standards in the countries where they operate. If local laws, regulations, or cultural practices differ from this Supplier code of conduct, the stricter of the two will be followed.

2 Human rights

System respects the rights enshrined in the [Universal Declaration of Human Rights](#) and the [United Nations Guiding Principles on Business and Human Rights](#). Suppliers are expected to respect the same rights, and, at a minimum, the supplier shall:

- Oppose any form of modern slavery, forced labor, child labor, and human trafficking.
- Provide their employees with a safe and healthy working environment.
- Ensure that their employees understand the terms of their employment.
- Ensure freedom of association and collective bargaining for their employees.
- Promote equal career opportunities based on qualifications and business needs.
- Stand against all kinds of discrimination based on bias or prejudice, including but not limited to race, skin color, gender, sexual orientation, marital status, pregnancy, family relationships, religion, or similar factors.
- Condemn all threats of violence, physical punishment, physical or verbal abuse, or any other form of unlawful harassment.

3 Business ethics and anti-corruption

System has zero tolerance for corruption and bribery. Suppliers must prohibit bribery, corruption, and unethical practices in all forms and operate with honesty, integrity, and transparency.

Suppliers must avoid conflicts of interest that could compromise their ability to act in the best interests of the business relationship. The Supplier must inform System of any potential or existing conflicts of interest.

4 Environmental impact

Suppliers are expected to take a proactive approach to environmental protection and work to reduce their impact. At a minimum, the Supplier must:

- Comply with all relevant environmental laws, regulations, and permits.
- Manage wastewater, air emissions, and waste in line with legal requirements.
- Consider the climate impact of your operations and take reasonable steps to reduce greenhouse gas emissions.

5 Privacy

Suppliers must respect and protect the privacy of everyone they deal with, including employees, customers, suppliers, and partners. Personal data should only be used as needed and in line with data protection laws. The Supplier must have strict policies to keep personal data safe from unauthorized access or accidental disclosure.

6 Acknowledgment and reporting

By working with us, you acknowledge and agree to adhere to this Supplier code of conduct. Suppliers are encouraged to report any violations of this code of conduct or unethical behavior to their System contact person. Reporting can also be done by using the [System's anonymous reporting channel](#).