

HeatWork's Supplier Code of Conduct

Introduction:

At HeatWork, we are committed to conducting business in an ethical, responsible, and sustainable manner. We believe that our suppliers play a crucial role in supporting our values and objectives. This Supplier Code of Conduct outlines the standards and expectations we have for our suppliers to ensure a shared commitment to social, environmental, and ethical responsibilities.

Collaborative Partnership:

HeatWork recognizes the importance of a collaborative partnership between us and our suppliers in achieving shared goals and objectives. We value open communication, transparency, and mutual respect in our business relationships.

Compliance with Laws and Regulations:

Suppliers must comply with all applicable laws, regulations, and industry standards in the countries where they operate. This includes but is not limited to labor laws, environmental regulations, health and safety standards, and anti-corruption laws.

Labor and Human Rights:

- a. *Forced Labor:* Suppliers shall not use any form of forced, bonded, or involuntary labor, including human trafficking or modern-day slavery. Workers must be free to terminate their employment with reasonable notice.
- b. *Child Labor:* Suppliers shall not employ workers below the legal working age defined by applicable laws and regulations.
- c. *Discrimination and Harassment:* Suppliers shall provide a work environment that is free from discrimination, harassment, or any form of unfair treatment based on race, color, gender, religion, nationality, age, disability, or any other protected characteristic.

Fair Wages and Working Conditions:

Suppliers are encouraged to promote fair wages and provide working conditions that meet or exceed local industry standards. Workers should have the right to freely associate, join trade unions, and engage in collective bargaining, in accordance with applicable laws.

Health and Safety:

Suppliers must ensure the health and safety of their workers, providing a safe working environment and promoting practices that prevent accidents, injuries, and occupational illnesses. This includes implementing appropriate safety protocols, providing necessary training, and ensuring compliance with relevant health and safety laws and regulations.

Environmental Responsibility:

Suppliers are expected to minimize their environmental impact by implementing sustainable practices. This includes:

- a. *Compliance:* Adhering to all applicable environmental laws, regulations, and standards.
- b. *Resource Efficiency:* Promoting the efficient use of resources, including energy, water, and raw materials.
- c. *Waste Management:* Implementing proper waste management practices, including recycling and responsible disposal of waste materials.
- d. *Pollution Prevention:* Taking measures to prevent and minimize pollution, including air emissions, water pollution, and soil contamination.
- e. *Climate Change Mitigation:* Assessing and mitigating greenhouse gas emissions and adopting practices that contribute to climate change mitigation and adaptation.
- f. *Sustainable Materials:* Promoting the use of environmentally friendly materials and technologies in product manufacturing and packaging.

Ethical Business Practices:

Suppliers are expected to maintain high ethical standards in their business operations. This includes:

- a. *Anti-Corruption:* Prohibiting bribery, corruption, or any form of unethical business practices. Suppliers must comply with all applicable anti-corruption laws and regulations.
- b. *Conflicts of Interest:* Suppliers must disclose any actual or potential conflicts of interest that may impact their ability to provide fair and impartial services.
- c. *Intellectual Property:* Respecting and protecting intellectual property rights, including copyrights, trademarks, patents, and trade secrets.
- d. *Privacy and Data Protection:* Protecting the privacy and personal data of individuals in compliance with applicable data protection laws and regulations. Suppliers should handle personal data with care, ensuring appropriate security measures and obtaining necessary consents when collecting and processing personal information.

Reporting and Compliance:

HeatWork will not accept any violations of this Supplier Code of Conduct. When a supplier is found not to be following an agreed directive, HeatWork will take appropriate action, including demands for corrective measures, or termination of the relationship with the Supplier.

Suppliers are encouraged to report any concerns or violations of this Code of Conduct. A reported issue will be treated confidentially and will not result in retaliation against the whistleblower.

Suppliers shall cooperate with HeatWork in any investigations related to non-compliance with this Code of Conduct.

HeatWork takes every reported violation seriously and will investigate the matter and take suitable action. The information you provide will be treated confidentially. Apart from violations of law, the report will only be provided to those who must be informed to be able to deal with the matter. It is also important to stress that, if your report has a justifiable suspicion, you shall never be subject to any form of reprisal.

As HeatWork is a part of Sdiptech AB Group, you can report the matter via Sdiptech's external and anonymous whistleblower function, WhistleB. Through [WhistleB](#) anyone can report in a safe and structured manner and without risk of retaliation for an irregularity, misconduct or fear that could seriously affect the company or individuals' lives or health, or something that is not in line with our Code of Conduct. Registration can be done anonymously and handled on an external site separate from Sdiptech's website. Reports and any subsequent dialogue in the whistleblower system are also encrypted. The handling of a report is done confidentially by an external lawyer, who is the only one who has access to the whistleblower service. When a report has been received through WhistleB, the external lawyer decides how it is to be taken further and handled. If you have made a report, you can expect that it will be investigated rapidly, professionally and confidentially. Read more about the guidelines for Sdiptech's whistleblower service on Sdiptech's website.

Implementation and Monitoring:

Suppliers are required to develop and implement policies, procedures, and management systems to ensure compliance with this Code of Conduct. Periodic assessments or audits may be conducted by HeatWork or its designated representatives to monitor compliance. These assessments aim to identify areas for improvement and provide guidance and support to suppliers in meeting the code's requirements.

Conclusion:

By adhering to this Supplier Code of Conduct, we can work together to promote responsible and sustainable business practices. Suppliers play a vital role in our shared commitment to ethical conduct, social responsibility, and environmental stewardship. We value your partnership and collaboration in upholding these principles.

We hereby confirm that we have received, read and understand the content of HeatWork’s Supplier Code of Conduct.

We commit to comply with this Code of Conduct, take the responsibility to inform all our employees, subcontractors and subsidiary about the content in Code of Supplier and to make sure they comply with the Code accordingly.

If we, any representative of my company, subsidiary or subcontractors, have questions concerning the meaning or application of this Code of Conduct, we know that we should contact HeatWork, knowing that our questions or reports to these sources will be maintained in confidence.

Place and date

Company name

Title

Signature

Name in printed letters