



CODE OF CONDUCT FOR MARTINSONS' CONTRACTORS, SUPPLIERS AND CONSULTANTS

1. Introduction

Martinsons has always been at the cutting edge of technology. We are pioneers in the field of industrial timber construction. We also have a long-term and mutually beneficial presence on many of the markets for sawn wood products.

We are helping to create a sustainable society by promoting sustainable construction methods and the increased use of timber sourced from sustainable forestry operations.

The success of our approach is based on our values and our business practices, which help us to achieve our goals.

We have drawn up a code of conduct that is clear and easy to understand. Our intention is for this to help us to treat our customers, suppliers and subcontractors in a consistent way.

It also acts as a guide for our suppliers by describing the minimum requirements for the mutual expectations we have of one another.

The code of conduct also indicates the type of business and workplace that Martinsons wants to be. Our aim is to maintain and develop a business that is effective in the long term. At the same time, we want to provide a workplace that helps all our employees to grow and develop and that protects their mental and physical health. We also want to keep the risks of occupational injuries and illnesses to a minimum.

In addition, we aim to minimise the environmental impact of our production processes by introducing continuous improvements and innovative working methods. We regard the requirements of environmental and forestry legislation as our minimum target. Our timber organisation, which runs our forestry business, applies the PEFC (Programme for the Endorsement of Forest Certification) standards for forest management and traceability. We do not accept supplies of timber from controversial sources.

In summary, we take the same responsibility for the natural world and the environment as we do for our customers and the society we live in.

2. Human rights and working conditions

2.1 Freedom of association and the right to collective negotiations

Suppliers¹ must recognise and respect their employees' right to organise themselves freely and to take part in collective negotiations. In situations where the right of employees to organise themselves and negotiate collectively is restricted by law, suppliers must allow employees to elect their own representatives.

2.2 Forced labour

Suppliers must ban the use of forced labour, slave labour and hard labour. Their employees must have the right to leave work or to end their working relationship after giving a reasonable notice period.

Suppliers must not require their employees to hand over their identity papers, passport or work permit as a condition of employment.

2.3 Child labour and young employees

Suppliers must combat all kinds of child labour in their business. They must not employ children who are under the minimum working age or under the age for completing compulsory education in the countries where they do business.

Suppliers must not employ people under the age of 18 to carry out work which could be dangerous or harmful to their health and safety. If child labour is used, suppliers have a responsibility to introduce socially and economically sustainable alternatives (for example education) in accordance with the ILO conventions no. 138 and 182.

2.4 Non-discrimination

It is a fundamental principle that all people must be treated equally. Suppliers must make every effort to provide the same working conditions for all individuals and groups. No one must be discriminated against because of their ethnicity, religion, physical or mental disabilities, age, gender or sexual orientation. Suppliers must not exercise any form of discrimination in the work environment or in their employment procedures.

One obvious starting point is that no one should feel insulted or uncomfortable as a result of statements made or pictures or text displayed in the workplace.

2.5 Work environment

Suppliers must ensure that their workplaces are safe and healthy. All employees must be provided with appropriate information and training about the work environment and with protective equipment.

Pay and benefits

Suppliers must pay all their employees at least the minimum wage required by current agreements, laws and ordinances and must offer all the statutory benefits.

¹ In this code of conduct we use the term "supplier" to describe both suppliers and subcontractors. This covers all types of suppliers used by Martinsons both in Sweden and in other countries.

3. The environment

All our suppliers must run their businesses in a responsible way with regard to environmental risks and the impact on the environment. They must apply the precautionary principle when doing business. Natural resources must be used in a way which is both efficient and sustainable in the long term.

3.1 Environmental legislation

Suppliers must obtain and maintain all the necessary permits and licences for their work. In addition, suppliers must comply with all the business and reporting requirements relating to these permits and licences.

3.2 Waste management and preventing pollution

Suppliers must make every effort to minimise the waste and emissions produced as a result of their business activities. This involves actively making use of new working methods and technologies to reduce the environmental impact of their business as much as possible.

4. Business ethics

4.1 Compliance with legislation

Suppliers must comply with all laws, regulations and ordinances in the countries where they do business and follow the internationally agreed rules of business ethics.

4.2 Anti-corruption

Suppliers must not take part in or tolerate any form of corruption, bribery, blackmail or embezzlement. Illegal price-fixing, cartel formation, money laundering and other illegal business activities are not permitted. Suppliers must not offer or accept any benefits or anything that gives them an undue or inappropriate advantage. Inappropriate benefits can include cash, gifts, holidays or benefits of other kinds.

4.3 Conflicts of interest

Suppliers must avoid conflicts of interest that could damage their credibility within the Martinsons Group or other parties' trust in the Martinsons Group.

4.4 Protecting third parties' rights and information

Suppliers must respect intellectual property rights and protect confidential information by safeguarding it from misuse, theft, fraud or improper disclosure.

4.5 Obligations

Martinsons' suppliers undertake to follow the principles set out in this document.

4.6 Monitoring system

Suppliers must have a suitable monitoring system to ensure compliance with legislation, regulations and processes.



5. Consequences of violations

Suppliers must follow up any violations of the principles or equivalent standards specified in this document. If they become aware of any improper activity, they must take appropriate measures.

6. Compliance, dialogue and consequences

We believe in dialogue. If we can see that the supplier has a determination to follow the principles of this code of conduct, the first measure we take will be to enter into a dialogue, providing that Martinsons is not suffering any significant economic harm or other damage.

If we do not believe that the supplier has a determination to respect the principles of the code of conduct, we will consider terminating our contract with the supplier.

We invite all interested parties to contact us if they have questions or ideas about this code of conduct.

See the *confirmation of acceptance* on the next page.



Confirmation of acceptance of the code of conduct (tear out and return to the purchaser at Martinsons)

I have understood the information given in the code of conduct for Martinsons' contractors, suppliers and consultants and will pass the information on to other employees in my organisation who will be working at one of Martinsons' plants or at another facility or area of land with links to Martinsons.

Company.....

Name Date