

Code of Conduct for Suppliers



At StormGeo, we are committed to ethical, legally compliant, and sustainable business practices.

Our Supplier Code of Conduct outlines the minimum standards we expect from our business partners to ensure integrity, transparency, and accountability in our supply chain.

Code of Conduct for Suppliers

StormGeo's Supplier Code of Conduct defines the minimum standards that the company requires its suppliers to respect and comply with when doing business with StormGeo. It is based upon internationally accepted and advocated principles for ethical and legally compliant business practices.

StormGeo has a systematic approach to the application of its Supplier Code of Conduct with respect to its supply chain business partners, including suppliers, contractors, consultants, and agents ('Business Partners'). StormGeo has a zero-tolerance policy for corruption and bribery. In doing so, StormGeo's goal is to ensure that its business relationships are based upon a foundation that is ethical, of integrity, and sustainable and reflects the values and principles that StormGeo promotes internally and externally.

StormGeo is a member of the UN Global Compact.

StormGeo expects that its Business Partners will establish, comply, maintain, monitor, and continuously improve their management processes and business operations to ensure that these align with the principles set out in this Supplier Code of Conduct and will actively promote such principles with their own supply chain business partners.





Legal Compliance

Business partners will:

- comply with all applicable laws, rules, sanctions, and regulations in the countries where they carry out their business activities.

Anti-money laundering and facilitation of tax evasion

Business partners will:

- have due diligence and monitoring procedures in place to document transparency in ownership and transactions related to all third parties.

Trade Compliance and Sanctions

Business partners will:

- provide StormGeo with information on export-controlled items, including export control jurisdiction, classification of such items, and licensing requirements related to activities pursuant to contracts with StormGeo.

Anti-corruption and Bribery

Business Partners shall conduct their business ethically and with integrity, and agree to:

- strictly prohibit any offer or acceptance of any and all forms of corrupt payments, extortion, and bribery, including facilitation payments.
- implement strict limits on gifts, entertainment, and hospitality, particularly in dealings with public officials, in conformity with relevant anti-bribery laws. Business Partners will not offer, give, request, or accept any gifts, favors, or hospitality whatsoever in connection with tender or contract negotiation/award processes.
- comply with all relevant antitrust and competition laws and not engage in anti-competitive business practices such as price-fixing, bid-rigging, or market sharing.

Grievance Mechanisms

Business partners will:

- promote an incident/whistleblower reporting system that permits anonymous grievance reporting and management (actively monitoring, keeping accurate records, and taking appropriate action) in a confidential manner.
- report any acts or omissions to StormGeo which would be considered a breach of this Code of Conduct.
- not accept any form of retaliation against or harassment of whistleblowers.

Human Rights

Business partners will:

- support and respect the protection of internationally recognized human rights.
- respect local religious and cultural customs and the rights and integrity of local communities and indigenous people.
- never tolerate nor use child labor or forced labor at any stage in its business activities, in accordance with the ILO Convention and the Modern Slavery Act.
- not employ people against their will or require employees to lodge identity papers or deposits (financial or otherwise) as a condition of their employment.
- not tolerate any form of harassment or discrimination.
- respect that their employees are entitled to be, or refrain from being, union members, to be represented in collective bargaining agreements, and otherwise, to have the opportunity to affect their working conditions.

Health and Safety

Business partners will:

- ensure their employees and stakeholders are working in a safe and hygienic environment. Regular measuring, monitoring, and, when applicable, training should be promoted to minimize industry-specific hazards. Continuous improvements and measures in health and safety performance through practicable measures and practices should be implemented where possible.





Fair Working Conditions

Business partners will:

- respect the rights of employees to freely associate and bargain collectively
- comply with all applicable laws, regulations, mandatory industry standards and agreements regarding working hours, vacation time, leave periods, holidays and compensations.
- ensure that their employees are treated fairly and equally, are paid in a reasonable and timely manner and are not harassed or discriminated against.

Cyber Security and Data Privacy

Business partners will:

- ensure care and protection in the collecting, processing, and transferring of confidential and personal information during and after the period of the contract.
- ensure cyber security controls and risk management procedures are implemented to remove and reduce the risk and event of security threats and breaches.

Environment and Sustainability

Supply Chain Compliance

Business partners will:

- take appropriate measures to verify and continuously monitor that the principles of this Code are also complied with by the supplier's sub-suppliers and their sub-suppliers.

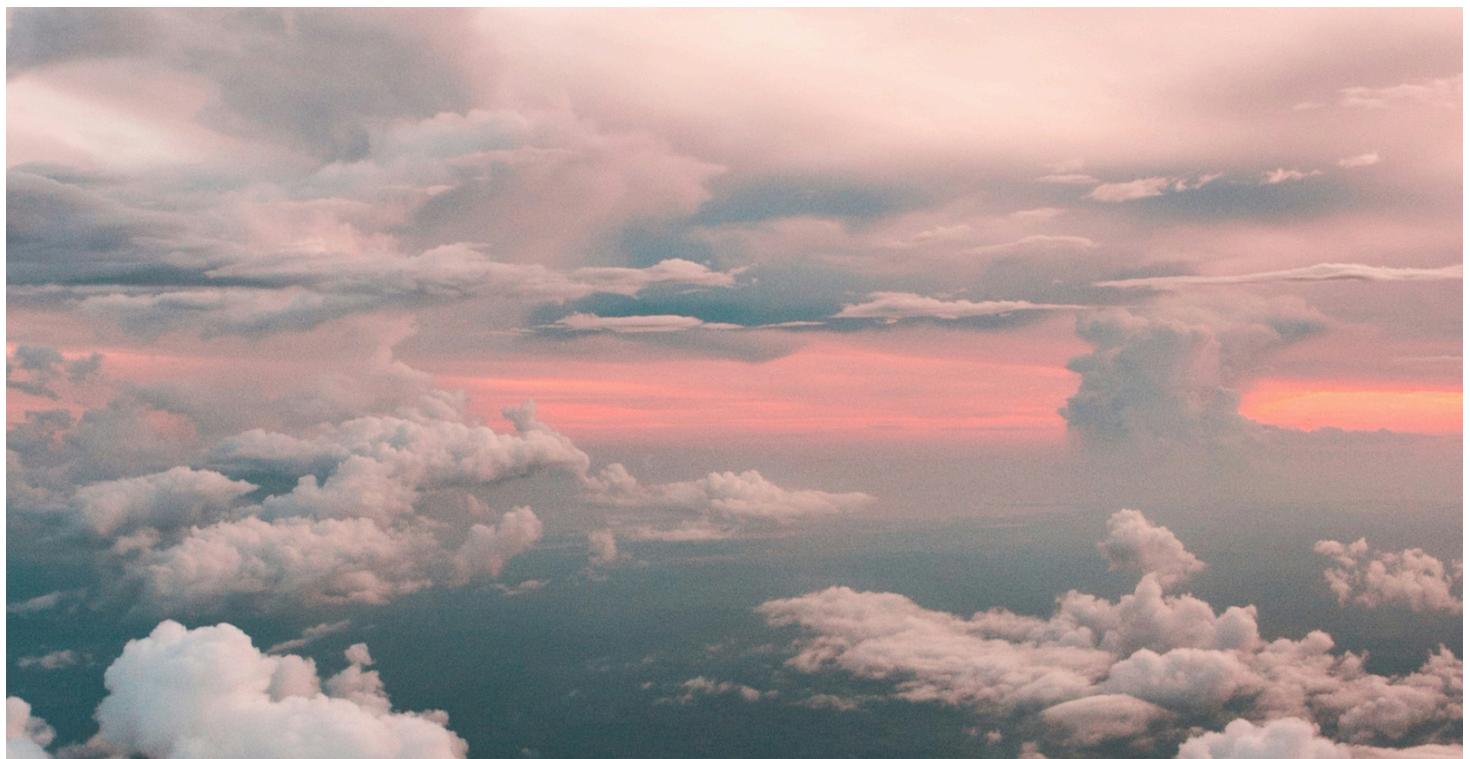
Business partners will:

- seek to avoid pollution and minimize emissions, water usage, and waste production by eliminating, reusing, and recycling resources as far as possible.
- seek to develop and implement environmentally friendly technologies and processes in their activities.

- ensure their staff and stakeholders are aware of the environmental impacts of their business activities, encouraging them through documentation with regular monitoring and, when applicable, training to minimize those impacts. Continuous improvements in environmental performance through practicable measures and practices should be implemented where possible.

Business partners are:

- encouraged to measure and analyze the carbon footprint of their business activities in conjunction with other climate change mitigation and adaptation efforts.
- encouraged to use renewable energy sources when possible, seeking to incorporate energy efficiency measures into their facilities.



StormGeo

Part of Alfa Laval

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