

RGNT - SUPPLIER CODE OF CONDUCT

INTRODUCTION

RGNT Electric AB, reg. no. 559221-5759, organised under the laws of Sweden, with its registered address at Älvsåkersvägen 22, 434 96 Kungsbacka, ("**RGNT**") wants to be a competitive, fair, respectful and trusted partner to its customers, its current and future colleagues, its suppliers and its other stakeholders as well as being a good corporate citizen wherever it conducts business. Therefore, RGNT has implemented this code of conduct (the "**Code**") which applies to each and every one of the individuals who work for RGNT. Although the Code is written for employees, officers and directors, all RGNT's suppliers, distributors, agents, consultants and others who temporarily perform work or services for RGNT are expected to follow this Code and observe the highest standards of business, personal ethics, social and environmental performance.

As an appointed supplier ("**Supplier**") to RGNT you are expected to comply with this Code.

SUPPLIER DECLARATION

1 SCOPE

This Code forms an integral part of the agreement between the Supplier and RGNT. The term "Employee" used throughout this Code covers everyone working for or on behalf of a Supplier, including but not limited to full and part-time employees, consultants, contractors, trainees, temporary workers, migrant workers, senior management and board of directors.

The Code applies to all suppliers that deliver goods and/or services to RGNT, including the Supplier's parent, subsidiary or affiliate entities as well as their respective employees and agents (hereinafter individually and collectively included in the definition "**Supplier**").

2 IMPLEMENTATION

Supplier shall comply with this Code and ensure that its requirements are complied with within its own operations and by its direct suppliers. Supplier shall operate honestly and be transparent with facts and data in relation to its compliance with this Code.

Environmental data related to production, product and transport shall be available upon request to enable RGNT to conduct environmental life cycle assessments.

Supplier shall have a senior executive in place who is responsible for compliance with the areas covered by this Code. Supplier shall be proactive in appropriately addressing any risk of violation of this Code, whether in their facilities or in their supply chains.

Supplier shall implement and make available appropriate grievance channels and remediation mechanisms available to all Employees and third parties in order for them to raise concerns or complaints, but also recommendations and improvement ideas concerning the Supplier's operations, without fear of retaliation.

3 CORE VALUES

Our core values, customer first, respect for the individual and resource efficiency have been a great part of our past success and will help us shaping our future.

Understanding the need of our customer is the base for our business and requires that we have the flexibility to adapt and adjust to a world of change regarding legislations and trends that affects our customers. This also mean that we need to have the competence to translate the need of our customers to solutions.

Respect for the individual is of greatest importance because the individual stands at the centre in all that we do. Showing respect is taking responsibility for the work we are all doing and the work we are passing on should be done right and in time. Everything that we do in our company should be done professionally.

Waste of resources, irrespectively of what they are, are costs, either for the environment, customers, co-workers or other stakeholders. Therefore, RGNT is committed to the highest degree of resource efficiency and continuously reduce waste in any form. Being determined in this undertaking benefits all our stakeholders.

4 UN GLOBAL COMPACT

RGNT is supporting UN Global compact and is committed to operating in a way that we meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption. See <https://www.unglobalcompact.org/what-is-gc/mission/principles>

5 COMPLIANCE WITH LAWS AND REGULATIONS

Supplier undertakes to always comply with all applicable laws and regulations of the country where RGNT conduct its business. All legally required permits, approvals,

licenses, registrations, inspections and related reports will be in place, up to date and available for inspection upon request.

In case local laws and regulations are less restrictive, the principles of this Code will apply. In case a requirement is covered by this Code as well as by applicable laws and/or the agreement with RGNT, the stricter regulation offering the greatest protection shall apply. In cases where there is a direct contradiction between mandatory local law and the principles contained in this Code, the local law shall prevail, however the Supplier shall strive to honour the intentions of the Code.

6 UTILIZATION OF CHILDREN AS LABOUR

Supplier undertakes to not employ children below the age of 15 except as part of a governmental approved job training, apprenticeship or similar programs. Young Employees within the age of 15 – 18 years shall not be exposed to work that is likely to harm their physical or mental health, safety or morals.

7 FORCED LABOUR

Supplier undertakes to not engage or employ people against their own free will, nor will employees be required to lodge “deposits” or identity papers in connection with the employment. We will not engage in or tolerate restrictions of movement, excessive recruitment fees, withholding of wages, abusive working conditions, debt bondage, violence or any other kind of exploitation or abuse.

8 WAGES AND WORKING CONDITIONS

Supplier undertakes to always pay and provide its Employees' wages and benefits that, as a minimum, comply with applicable laws and collective bargaining agreements. Supplier will provide its Employees with information about their employment terms and conditions, including benefits, in a format and language they can easily understand, such as a written employment contract and a timely wage statement. Deduction from wages is permitted only if and to the extent prescribed by applicable law, regulations or collective bargaining agreements.

Supplier undertakes to always respect and comply with applicable laws and collective bargaining agreements, if applicable, on working and resting hours, including overtime working hours, as well as annual, sick and parental leave and any other applicable regulations on leave or working conditions.

9 HEALTH AND SAFETY

Supplier undertakes to ensure that its Employees' potential exposure to safety hazards, such as machines, equipment or substances, or other chemical, biological or physical agents, are identified, assessed and controlled through proper design and/or preventative maintenance and safe work procedures.

Where hazards cannot be adequately controlled by these means, Employees shall be provided with appropriate personal protective equipment including access to first-aid supplies. Safety information shall be made available to everyone in order to educate, train, and protect the Employees from safety hazards.

Supplier undertakes to have adequate emergency preparedness procedures in place in order to identify and assess potential emergency situations. Emergency plans, fire safety and response procedures shall be implemented, including Employee notification and evacuation procedures, Employee training and evacuation drills.

Fire safety procedures shall, where available, be periodically reviewed and approved by local authorities. Employees shall have ready access to clean drinking water, hygienic toilet facilities, hygienic food preparation, storage and eating facilities, adequate ventilation, light and temperature levels, and acceptable levels of noise and dust pollution (as applicable)

10 ENVIRONMENTAL STANDARDS

Supplier undertakes to minimise its general waste and emission of CO₂ as well as its consumption of natural resources such as water and raw materials, as well as sources of energy.

Upon request, Supplier will provide RGNT with detailed information regarding its consumption, waste, CO₂-emissions and use of natural resources.

11 IMPROPER PAYMENTS

Supplier undertakes to not directly or indirectly offer, promise, accept or receive bribes, facilitation payments or other undue advantages in the purpose to obtain advantages in business.

12 HOSPITALITY AND GIFTS

Hospitality and gifts shall be modest and infrequent. Gifts may not exceed a value of USD 50. Hospitality and gifts may under no circumstances be offered or received under or in connection with contract bidding, evaluation or award.

13 FAIR DEALING

It's important to always engage in fair dealing practices. Those involved in selling, advertising promoting and marketing products and services as well as staff working in procurement, must ensure that their business conduct is always guided by honesty and integrity.

14 DISCRIMINATION AND HARASSMENT

Supplier shall never discriminate due to background like race, colour, sex, religion, political opinion, disability, national extraction, citizenship status, social origin, marital status, gender, age, disability, HIV/AIDS status, trade union membership and sexual orientation. Further, Supplier undertakes to treat all persons with dignity and respect, and they shall not be unreasonably interfered with in the conduct of their duties and responsibilities.

15 WHISTLEBLOWING

Supplier shall encourage staff to report suspected wrongdoings as soon as possible in the knowledge that their concerns will be taken seriously and investigated as appropriate and that their confidentiality will be respected.

16 CONFLICT OF INTEREST

Supplier undertakes to not take part in, influence or attempt to influence any decision which can give rise to any actual or perceived conflict of interest.

17 BUSINESS PARTNERS

Supplier undertakes to only retain suppliers, subcontractors and other business partners that live up to the ethical standards reflected in this declaration or other similar code of conducts that sets standards equal to this Code and which is found satisfactory to RGNT.

18 RESOURCE EFFICIENCY

Supplier undertakes to design its products and processes in such a way that energy and raw materials are used efficiently, and waste and residual products are minimized over the products' life cycles.

19 VIOLATIONS

Violations of the Code, RGNT's policies and the law have serious consequences for the individuals involved, including disciplinary measures in accordance with applicable law, up to and including termination. All measures taken will be applied consistent with local law. Such violations may also subject the individual and Supplier to civil and/or criminal prosecution.
