

FM Mattsson
GROUP

Supplier Code of Conduct

FM MATTSSON GROUP – SUPPLIER CODE OF CONDUCT

Dear valued suppliers,

At FM Mattsson Group, our vision is to be customer's first choice for bathrooms, kitchens and associated areas. We work hard to ensure we have the happiest customers and most dedicated employees in the sector, and to create sustainable yet profitable growth by focusing on our customer offering, our employees and working culture, sustainability, and efficiency.

Our business concept is offering strong brands with a wow factor that customers are willing to pay a little more for. Our values – the customer comes first, we win together, and I step forward – guide us in our day-to-day work. These values reflect our commitment to sustainable development and guide us in conducting our business in an ethical and upright manner.

Our suppliers play a vital role in the way we conduct our business and deliver value to our stakeholders. We strive to work with suppliers who share a similar commitment to responsible business practices. Through this Supplier Code of Conduct, we communicate the minimum requirements that we expect our suppliers to follow while conducting business in an ethical, social and environmentally responsible manner.

Our Supplier Code of Conduct is based on the following:

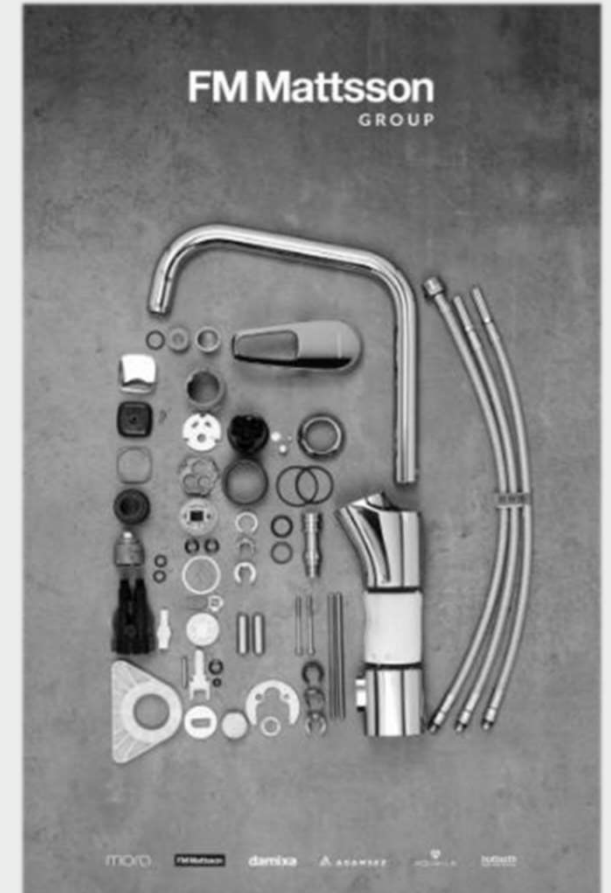
The UN's Universal Declaration of Human Rights and the associated UN conventions.

1. The International Labour Organization's (ILO) Fundamental Principles and Rights at Work.
2. The Organization for Economic Co-operation and Development's (OECD) Guidelines for Multinational Enterprises.
3. The UN Global Compact's Ten Principles covering human rights, labour, the environment and anticorruption.

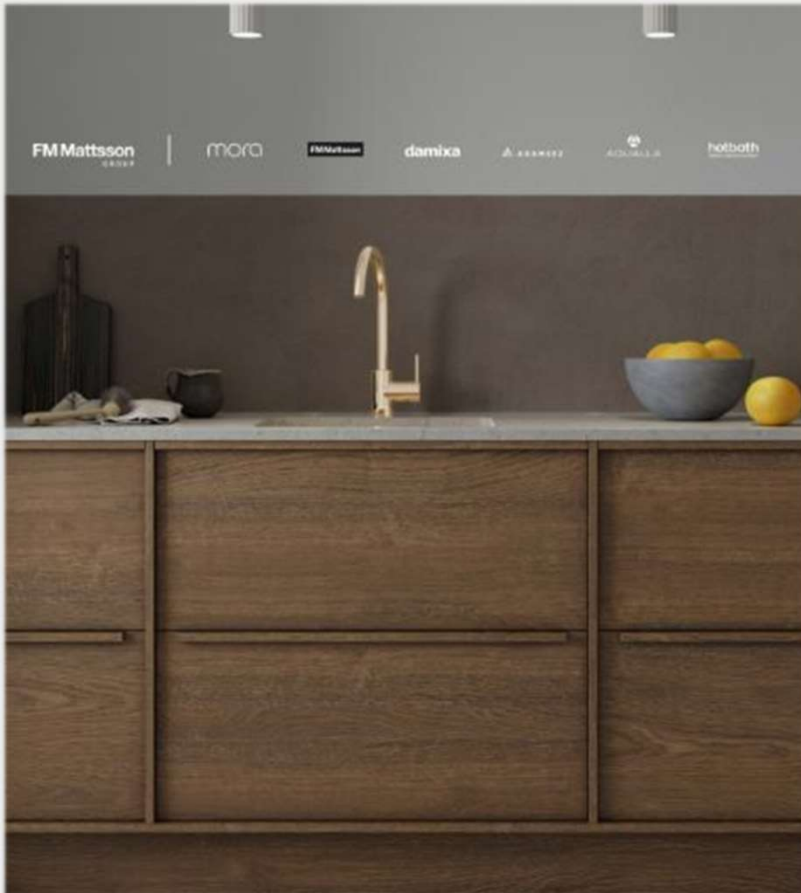
We require our suppliers to commit and act in accordance with the requirements under this Code of conduct and extend similar approach to their suppliers. Our procurement practices are designed to partner with our suppliers through a continuous improvement approach and support them to meet our requirements.

As a valued supplier to FM Mattsson Group, we count on your support and commitment to continue adopting and developing responsible business practices. We also encourage you to go beyond mere compliance and strive for even higher standards of sustainable business.

CEO FM Mattsson Group, Fredrik Skarp
October 2023



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Supplier's compliance and auditing

The Supplier shall comply to the expectations and requirements in this Supplier Code of Conduct.

If a Supplier fails to meet our expectations as set out in the Supplier Code of Conduct, our general approach is to encourage improvement. Critical deviations or repeated unwillingness to make improvement, however, may jeopardize the Supplier's relationship with FM Mattsson Group.

Audits to follow-up Supplier's compliance of this Supplier Code of Conduct shall be accepted and supported by the Supplier.

Compliance with laws

The Supplier must comply with the legal requirements and frameworks in place in the countries they operate in. If the Supplier Code of Conduct and legislation contradict one another, the legislation shall take precedence.

Reporting malpractice

If a Supplier employee considers that FM Mattsson Group and/or Supplier do not act in accordance with the values in this Supplier Code of Conduct, we encourage the Supplier to report to FM Mattsson Group by using the web form at <https://www.fmmattssongroup.com/en/sustainability/code-of-conduct/whistleblowing/>

Business ethics

Our behavior must be characterised by responsibility and respect for our business partners and the local communities in which we operate, at all times, regardless of the country or market. Ethical conduct and good business practice are of utmost importance for sustainable development and profitability. The only factors we may use to convince our business partners are commercial arguments.



Requirements:

Supplier shall not engage in, endorse nor tolerate any form of bribery or corruption, directly or indirectly.

Supplier shall not offer nor accept any form of improper benefit to or from a third party, private or public, with the purpose of obtaining or retaining business or any form of preferential treatment. Such benefits may comprise not only cash but also job opportunities, favors, travel, facilitation payments, promises to pay debts or unlawful gifts and entertainment.

Neither FM Mattsson Group as a company, nor anyone acting on FM Mattsson Group's behalf, will accept, receive or request gifts or other benefits.

Supplier shall respect FM Mattsson Group confidential information and intellectual property rights by safeguarding against misuse, mishandling, counterfeit, theft, fraud or improper disclosure in accordance with applicable law and the contractual terms with FM Mattsson Group.

Supplier must avoid any conflicts of interest between the Supplier and its business partners.

Human rights and working conditions

FM Mattsson Group expects the Supplier to actively ensure their employees are treated fairly, equally, and to respect all internationally recognized human rights and treat all people with dignity.

Forced labour

Requirements:

No form of forced labour including but not limited to slave labour, compulsory labour, involuntary prison labour, human trafficking or work linked to any form of punishment may occur in the Supplier's operations.

Employees shall have the right to leave the workplace at the end of their working hours.

All work must be carried out of the individual's own free will and the employee shall be entitled to cease working after a reasonable notice period.

FM Mattsson Group has zero tolerance for trafficking and works to safeguard human rights.



Child labour

Requirements:

FM Mattsson Group does not tolerate child labour and Supplier shall prevent all forms of child labour.

Employees under the age of 18 years must be protected from hazardous tasks that entail risks to health and safety. Work that is dangerous or harmful to children's health or development is prohibited under all circumstances. This also applies to work that could prevent children attending school.

Any particular rules and requirements, such as applicable national legislation, other regulations or applicable collective agreements concerning employees under the age of 18 years, regarding issues such as working times, tasks, and other elements of the employment relationship, shall be adhered to unconditionally in all elements of operations.

If child labour is discovered at our suppliers/partners, the employer must act in the child's best interests and immediately find suitable solutions in collaboration with the child and their family.

Human rights and working conditions

Fair employment practices

Requirements:

Supplier must promote fair employment practices, in terms of not just reasonable remuneration but also fair conditions regarding the scope and duration of the work.

Supplier must ensure that employment contracts, employment conditions, pay, and benefits adhere to national legislation, including collective agreements where applicable.

Employees shall have the right to equitable remuneration, also known as a living wage, with a minimum wage constituting the lowest possible pay level where applicable.



Diversity and inclusivity

Requirements:

Supplier must act to take active measures to achieve equal rights and opportunities in working life irrespective of gender, ethnicity, civil status, pregnancy, nationality, disability, trade union involvement, sexual orientation, religion or other beliefs.

Discrimination, harassment and victimization, regardless of the reason, are never acceptable.

Supplier must ensure that all employees with the same experience and qualifications shall receive the same pay for the same work.

We expect that the Supplier shares our values to work actively to increase diversity and inclusivity, throughout all operations.

Freedom of association and collective bargaining

Requirements:

Supplier must respect their employee's rights to organise or not organise themselves into trade unions and negotiate collectively or individually.

No employee may be at risk of harassment or reprisals for exercising these rights.

In countries where the freedom of association is restricted or under development, supplier must ensure that employees may meet with the company's management to discuss pay and working conditions without negative consequences.

Responsible sourcing

Mining and trading of minerals and other raw materials can contribute to harmful impacts such as human rights violations and conflicts.

Conflict minerals (tantalum, tin, tungsten and gold) are minerals from high-risk areas and areas experiencing conflict, the use of which directly or indirectly contributes to the financing of armed groups who are expected to commit serious human rights violations.

Conflict minerals

Requirements:

Supplier must meet the requirements set out in applicable legislation and regulations concerning conflict minerals.

Supplier shall have a policy and process in place to ensure that any of these conflict minerals (tantalum, tin, tungsten or gold) delivered to FM Mattsson Group, do not directly or indirectly finance or benefit armed groups that are perpetrators of human rights abuses or in any other way directly or indirectly contribute to human rights violations.



Environmental responsibility

For FM Mattsson group, sustainability is a natural part of our daily work. We are pursuing sustainability throughout our value chain and seek to identify areas where we can have a positive impact on people and the environment.

In all that we do, we will seek to use materials and energy as efficiently as possible and to improve our recycling rate.

Our responsibility also covers ensuring that the products we manufacture and buy in do not contain harmful chemicals or substances.

Responsibility for products and solutions.

Requirements:

Supplier must fulfil the requirements of the REACH Regulation (EC) No 1907/2006 regarding the registration, evaluation, authorization, information and restriction of chemicals.

Supplier must also meet the requirements of the EU's RoHS Directive (2011/65/EU), including amendment 2015/863, regarding substances used in electrical and electronic equipment.

Emissions, water and waste

Requirements:

FM Mattsson Group expects the Supplier to reduce any adverse environmental impact caused by its operations with focus on production, products, transport, energy use, water use and waste.

Supplier shall strive to improve recycling rate of waste.

Supplier commits to a transparent reporting of CO2 emissions related to FM Mattsson Group's products upon request.



Health and safety

FM Mattsson group applies a systematic approach to ensuring a safe and healthy working environment. We expect that our suppliers work systematically for a safe and healthy work environment for its employees.

Health and safety

Requirements:

Supplier must make sure that risks that could lead to accidents or a deterioration in health must be dealt with immediately.

Workplaces shall be kept clean and production machinery being safe.

Supplier shall provide instructions regarding personal protective equipment and working equipment to all employees.

Dangerous materials, chemicals or equipment must be stored, handled and transported in accordance with applicable legislation.

There must be access to first aid equipment to a sufficient extent.

Supplier shall have adequate emergency preparedness procedures in place in order to identify and assess potential emergency situations.

Emergency plans, fire safety and preventive action plans shall be implemented, including employee safety training and evacuation drills.

Fire safety procedures shall, where available, be periodically reviewed and approved by local authorities. Exits must not be blocked and must be well lit.

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).

All employees must be informed about safety measures, such as emergency exits, fire extinguishers, first aid equipment, etc.



Suppliers signature

We hereby certify that we have taken note of FM Mattsson Group's Supplier Code of Conduct and that we agree with the requirements and expectations. On behalf of:

Supplier name:

Signature: