Adopted 2022-09-30

# Code of Conduct Radiator VVS

Radiator VVS AB is one of Sweden's older pipe installers and we deliver everything in plumbing. We have a strong local presence, which promotes our pursuit of long-term and close customer relationships. Radiator should be associated with excellence and professional pride. We are certified according to ISO 9001:15, ISO 14001:15 and ISO 45001:18 , which means that Radiator VVS AB places demands on its suppliers and subcontractors regarding the environment, quality and work environment. We work with carefully selected suppliers and partners who are able to live up to the requirements of Radiator's Code of Conduct.

**Our Code of Conduct**

Radiator's Code of Conduct is binding and applies to all Radiators employees and suppliers. The Code of Conduct is set as a minimum level and can in many cases extend beyond current legislation.

In cases where our client has stricter rulesthan our code ofconduct, this must be followed.

Suppliers are free to set stricter requirements in their supplier collaborations than those contained in this Code of Conduct. It is the supplier's responsibility to ensure that its subcontractors comply with the requirements of the Code of Conduct. Upon request, the supplier must inform Radiator which subcontractors they use.

In order to do business with Radiator, suppliers and subcontractors shall allow Radiator and its agents (including third parties) to conduct checks, which may include, for example, confidential interviews with employees, to assess compliance with this Code of Conduct.

Violations of the Code of Conduct

Anyone who notices violations of the Code of Conduct must reportthis to their nearest manager, someone in the management team or be made in Radiator's report of misconduct. Thessa are available on SharePoint and on radiatorvvs.se. Violationof the Code of Conduct or other relevant laws or guidelinesmay lead to disciplinary action.

National legislation

Radiator complies with laws and international conventions, which means that we always respect and adhere to the legislation and regulations relevant to our business. We therefore expect all employees to have knowledge of the laws and regulations that apply in their specific function or role. Contractorsand subcontractors shall comply with the relevant laws and regulations, which apply to their operations in the countries in which they operate. If a conflict arises between the Code of Conduct and national law, national law takes precedence. If the code of conduct has more precise or more requirements than national law, the requirements of the code of conduct shall apply.

Environmental impact

Radiator works to reduce and prevent negative environmentalimpacts from our operations. We shall exceed or, as a minimum, meet the requirements of laws, regulations and international agreements regarding the reduction of emissions and emissions in air, land and water. Our choices of materials and suppliers should be guidedby the vision to have as low a negative environmental impact as possible. Radiator prioritizes working with suppliers who work actively to identify innovative solutions for reduced negative environmental impact.

Health and safety

Radiator's employees are our greatest asset. Throughsystematic work environment management, we strive for a vision of zeroworkplace accidents. This requires everyone to follow the safety rules that apply to theworkplace andthink in a safety-conscious way. Suppliers must guarantee that their employees work in a safe and secure working environment.

Forced labour (modern slavery), harassment and abuse

Radiator and our contractors guarantee that no forms of forced labor or involuntary labor, harassment and abuse of employees occur.

Forced labor is any labor or service that people are forced to do against their will, under the threat of punishment and for which the person did not voluntarily sign up. Trafficking in human beings includes recruiting, housing or transporting people in exploitative conditions by force, fraud or coercion and by forcing them to work against their will.

Discrimination

Radiator does not tolerate any form of discrimination in the workplace, i.e. when people are disadvantaged or violated on the basis of gender, transgender identity, expression, ethnicity, religion, other beliefs, disability, sexual orientation or age. An employee should only be judged on the basis of his or her abilities and merits.

Working hours and wages

Employees' working hours must correspond to national legislation or collective agreements in force.

Employees' salary must correspond to, or exceed, national legislation or applicable collective agreements.

Freedom of association and the right to collective bargaining

Radiator respects everyone's right to organize in any employee organization. Workers' representatives shall be given the opportunity to carry out their duties. This means, among other things, that the employer must respect the employee's right to bargain collectively.

Child labour

Radiator does not accept child labor. Suppliers working with Radiator shall guarantee that they do not employ labour below the lowest of the mini

minimum age under national law, or ILO Convention No 138 on Child Labour. The supplier shall also guarantee that workers older than the minimum age but younger than 18 years have working conditions, working hours and pay in accordance with applicable law as a minimum.

**Business ethics**

Radiator does not accept that we ourselves or any of our business partners participate in activities that may affect free competition.

All cooperation between Radiator and business partners shall be based on business acumen. Radiator does not accept att anyone improperly trying to influence decision-makers at Radiator or at our business partners. Radiator and business partners should act in such a way that a relationship does not develop into a position of dependence.

Information security and personal data

Confidential data must be treated with care. Confidential information about our business, customers, businesspartners must not be shared with unauthorized persons. Examples of this can be agreements and supplier terms.

Personal data shall be processed in accordance with the Personal Data Act GDPR.

If I can't find the answer in The Radiator Code of Conduct?

The Code of Conduct of Radiators cannot describe every situation that has arisen.

If you are hesitant about how to interpret or act, do not hesitate to consult with a colleague or your chef.