

Järfälla 2021-01-15

## SUPPLIER CODE OF CONDUCT

Suppliers are expected to continuously strive to improve their work within all areas of this *supplier code of conduct* and in cooperation with Midsummer.

Suppliers are expected to do their utmost to reduce climate impact, improve the technology, be an active, law-abiding part of a positive community development and counteract all forms of corruption.

Midsummer's *Code of Conduct* is based on UN Global Compact's ten principles. Those principles, in turn, are based on the UN Universal Declaration of Human Rights, the ILO declaration on fundamental principles and rights at work, the Rio declaration on Environment and Development and the UN Convention Against Corruption. The ten principles are described in appendix 1.

Suppliers shall ensure that their own operations, their suppliers or sub-suppliers follow these principles

**A. Human rights.**

As a supplier to Midsummer AB, you shall

- Respect the personal privacy and rights of each individual;
- Refuse to make any person work against his or her will;
- Prohibit behavior including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.

**B. Fair labor conditions.**

You shall ensure fair labor conditions. In particular, you will

- Refrain from employment discrimination, based on gender, age, ethnicity, nationality, religion, disability, union membership, political affiliation or sexual orientation;
- Respect the rights of employees to freely associate and bargain collectively;
- Not tolerate or use child labor in any stage of your activities other than in accordance with all applicable laws and regulations;
- Not use any forced labor and allow all employees the choice to leave their employment freely upon reasonable notice;
- Compensate employees fairly and follow local wage regulations and/or collective agreements, and where these do not exist, compensate employees so at the minimum they can meet their basic needs;
- Ensure that working hours, including overtime, do not exceed applicable legal requirements.

**C. Health, safety and environmental management.**

You shall provide a safe and healthy workplace for all of your employees and shall conduct your business in an environmentally sustainable way. In particular you will

- Establish appropriate organizational structures and procedures for the effective management of health, safety and environmental issues; and ensure that all workers are appropriately trained and sufficiently aware of the risks involved.

**D. Conflict-affected and other high-risk areas**

- Suppliers shall assess whether their own operations, their suppliers or sub-suppliers are located or source from conflict-affected or other high-risk areas.  
Where operations or sourcing from conflict-affected or other high-risk areas is identified, the supplier should adapt enhanced due diligence measures suited to the specific contexts and should take steps to monitor their business relationships, business transactions, flows of funds and resources to ensure that they are not linked to providing funding or support to armed actors who may benefit from revenues generated by the sale of such goods and services.

**E. Minerals from Conflict-affected areas**

- Midsummers suppliers of tin, tungsten, tantalum, gold, and other conflict minerals shall make a reliable determination of the origin and source of such minerals. In the case these minerals are produced in or sourced from conflict-affected areas an enhanced due diligence mechanism shall be undertaken by the suppliers

**F. Business ethics.**

You shall conduct your business in an ethical manner. In particular, you will

- Refrain from any and all forms of corruption, extortion and bribery, and specifically ensure that payments, gifts or other commitments to customers, government officials and any other party are in compliance with applicable antibribery laws;
- Disclose to Midsummer AB information regarding potential conflicts of interest relating to your activities as a Midsummer AB supplier, including disclosure of any financial interest a Midsummer AB employee may hold in your business;
- Protect all confidential information provided by Midsummer AB and our respective business partners;
- Respect intellectual property of others, including Midsummer AB's and adhere to international trade regulations and export control regulations.

**G. Secure business.**

You shall conduct your business in a secure manner. In particular, you will

- Implement reasonable measures for minimizing exposure of Midsummer AB to security threats such as terrorism, crime, pandemics and natural disasters; and when visiting or working at Midsummer locations, follow Midsummer's security procedures and report any security concerns to the appropriate Midsummer channels

**H. Environment**

- Suppliers shall endeavor to prevent and continuously decrease any adverse impact the company's operations may have on the environment.
- Supplier shall endeavor to conduct its operations in an environmentally sustainable manner, and will comply with, or exceed, those standards stipulated by laws, regulations and international conventions in terms of reducing emissions to the air, soil and water.
- Supplier's services, products and processes should be designed to utilize energy, natural resources and raw materials efficiently, and to minimize the volume of waste and residual products.
- Supplier shall avoid materials and methods that involve risks to the environment when there are other available and suitable alternatives.

**I. Procurement by supplier.**

You shall procure goods and services in a responsible manner. In particular, you will

- Select your own tier of suppliers providing goods or services directly or indirectly to Midsummer AB based on them agreeing to adhere to standards comparable to those set forth in this *Supplier Code of Conduct*.

**J. Inspections and corrective actions.**

In order to ensure and demonstrate compliance with the *Supplier Code of Conduct*, you shall keep record of all relevant documentation, and provide to us supporting documentation upon request. To verify your compliance, we reserve the right to audit and inspect your operations and facilities, upon reasonable notice, with or without support of a third party. If the results of such an audit or inspection cause us to be of the opinion that you do not comply with this *Supplier Code of Conduct*, you shall take necessary corrective actions in a timely manner, as directed by us. If you fail to comply with this *Supplier Code of Conduct*, then we may take action against you, including suspending or terminating your activities as one of our suppliers

**K. Access to remedy.**

In the context of our business relationship, if you or your employees believe that the terms of this *Supplier Code of Conduct* are not adhered to, or that it is not acting in accordance with its own *Code of Conduct*, then we encourage you to raise your concerns to the management team at Midsummer via <https://midsummer.se/>

**This document is only valid if signed by an authorized company representative.**

I hereby guarantee that this *Supplier code of conduct* is complied with:

Company:

VAT:

Address:

Contact Details:

Name of contact:

Date and place:

Signature:

**Appendix 1****The Ten Principles of the UN Global Compact.**

Corporate sustainability starts with a company's value system and a principles-based approach to doing business. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labor, environment and anti-corruption. Responsible businesses enact the same values and principles wherever they have a presence, and know that good practices in one area does not offset harm in another. By incorporating the Ten Principles of the UN Global Compact into strategies, policies and procedures, and establishing a culture of integrity, companies are not only upholding their basic responsibilities to people and the planet, but also setting the stage for long-term success.

The Ten Principles of the United Nations Global Compact are derived from: the [Universal Declaration of Human Rights](#), the [International Labor Organization's Declaration on Fundamental Principles and Rights at Work](#), the [Rio Declaration on Environment and Development](#), and the [United Nations Convention Against Corruption](#).

**Human Rights**

[Principle 1](#): Businesses should support and respect the protection of internationally proclaimed human rights; and

[Principle 2](#): make sure that they are not complicit in human rights abuses.

**Labor**

[Principle 3](#): Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

[Principle 4](#): the elimination of all forms of forced and compulsory labor;

[Principle 5](#): the effective abolition of child labor; and

[Principle 6](#): the elimination of discrimination in respect of employment and occupation.

**Environment**

[Principle 7](#): Businesses should support a precautionary approach to environmental challenges;

[Principle 8](#): undertake initiatives to promote greater environmental responsibility; and

[Principle 9](#): encourage the development and diffusion of environmentally friendly technologies.

**Anti-Corruption**

[Principle 10](#): Businesses should work against corruption in all its forms, including extortion and bribery.