

Lumibird Photonics Sweden AB

Supplier Code of Conduct

INTRODUCTION...

Lumibird Photonics Sweden AB, *hereafter referred to as LPS*, strives to uphold stringent levels of business ethics and sustainability. The Supplier Code of Conduct, aligned with the principles of the UN Global Compact, articulates our supplier expectations.

We encourage suppliers to create their own codes of conduct aligned with these standards and extend them to all individuals and entities providing goods or services to LPS. Moreover, we anticipate suppliers to grant LPS access to pertinent premises and documents for compliance verification with the Supplier Code of Conduct, with reasonable notice. In cases where a supplier doesn't meet our Supplier Code of Conduct criteria, LPS aims to promote enhancement. Yet, significant deviations or persistent lack of progress might impact the supplier's association with LPS.

1. COMPLIANCE WITH LAWS AND REGULATIONS

The supplier is required to conduct its operations in complete adherence to all relevant laws and regulations that pertain to its business activities.

2. LABOUR STANDARDS

Minimum age requirements

In accordance with ILO Convention 138, the supplier is obligated to refrain from involving or gaining advantages from the employment of child labour.

Non-discrimination

LPS anticipates that the supplier will base decisions regarding recruitment, advancement, growth, and remuneration of employees on their job-related competencies and capabilities. Such determinations must always steer clear of unrelated aspects like gender, age, ethnicity, national origin, religion, disability, sexual orientation, union involvement, or political affiliation.

Freedom of association and collective bargaining

LPS anticipates the supplier to uphold the employees' right to associate freely and engage in collective bargaining.

Modern slavery

The supplier must not participate in activities associated with modern slavery, including employing force, threats, or deception to compel individuals to work; confiscating or obstructing access to an employee's identification or immigration papers; imposing recruitment fees on employees; and neglecting to provide an employment agreement.

Wages and Working Hours

LPS anticipates that the supplier will provide equitable compensation to its employees, adhering to at least the legal minimum standards. Working hours should align with the regulations set by national laws.

Health and Safety Standards

LPS anticipates the supplier to guarantee a secure and healthful workplace for its employees. It is essential that appropriate health and safety policies and procedures are established and adhered to.

3. ENVIRONMENT

Management

LPS anticipates that the supplier will adopt a proactive and methodical approach, along with responsible management practices, to reduce its negative environmental footprint.

Climate

In cases where energy consumption or transportation plays a notable role in the supplier's environmental impact, LPS anticipates the supplier to quantify greenhouse gas emissions and establish objectives and strategies in order to minimize these emissions.

Resource efficiency

LPS expects the supplier to embrace energy-efficient and recyclable design principles while making efforts to reduce various forms of waste. In regions susceptible to freshwater scarcity, suppliers are required to formulate strategies for reducing freshwater consumption in their operations.

Hazardous substances

LPS expects the supplier to actively identify and eliminate hazardous substances from both products and operational processes, while ensuring appropriate management of emissions that are an effect of its operations.

Sustainable technologies

LPS anticipates the supplier promoting the advancement and adoption of sustainable technologies. This involves selecting environmentally viable and efficient technologies and components for their own production procedures, as well as making efforts to incorporate technologies that effectively reduce the environmental impact.

4. BUSINESS ETHICS

Anti-corruption

The supplier is required to abstain from all forms of corruption, extortion, and bribery. It is of utmost importance that all payments or advantages presented to public officials, private sector personnel, or any other entities conform to the pertinent anti-corruption laws and regulations.

Business courtesies

LPS anticipates that the supplier will engage in competition based on the quality of its products and services. The practice of exchanging business courtesies should not be exploited to attain an unjust competitive edge. In every business interaction, the supplier is obliged to ensure that giving or receiving gifts or business courtesies aligns with legal and regulatory provisions, does not infringe upon the guidelines or norms of the recipient's organization, and remains in harmony with fair market conventions.

Conflict of interest

LPS anticipates the supplier to steer clear of any scenarios that present conflicts of interest or even the perception of such conflicts when interacting with LPS. The supplier is required to promptly notify LPS of any instances, whether ongoing or prospective, where personal interests of those involved in the dealings contradict with the interests of LPS.

5. INFORMATION PROTECTION

LPS expects the supplier to responsibly manage sensitive information, encompassing confidential, proprietary, and personal data. This information must not be utilized for any purposes other than those for which it was supplied. Furthermore, the supplier is required to uphold the integrity of intellectual property belonging to LPS and other entities.

6. TRADE COMPLIANCE

Export control

The supplier is obligated to guarantee that its business methodologies adhere to the pertinent laws and regulations encompassing the export, import, and retransfer of products, components, software, technical data, and support. The supplier is also expected to provide accurate and honest information regarding restrictions and to abide by relevant embargoes and sanctions aimed to uphold or reinstate peace and security.

Conflict minerals

LPS anticipates that, when relevant, the supplier will exercise a reasonable level of due diligence in relation to the utilization of conflict minerals and their origins. Additionally, the supplier is expected to promptly address LPS' inquiries and provide information about these undertakings and discoveries.

This Supplier Code of Conduct approved and validated by:



Carina Harnesk
Chief Executive Officer
Lumibird Photonics Sweden AB