

HMS Supplier Code of Conduct

Global Management

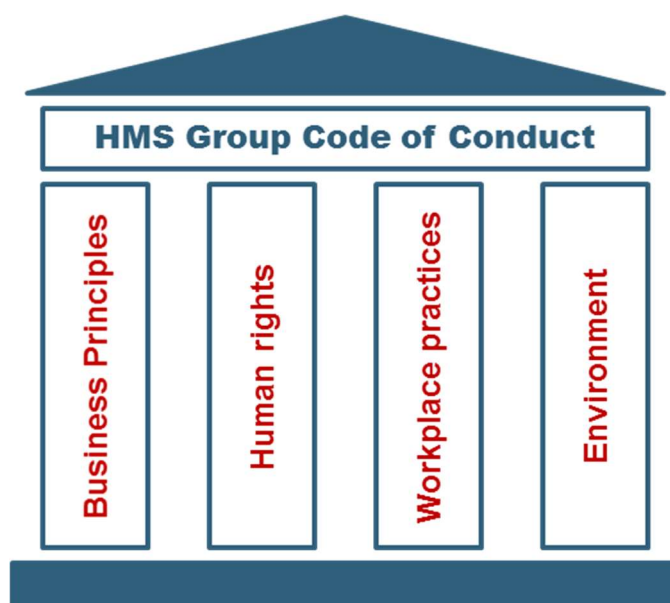
Policy

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Each year, the HMS Group reports on its sustainability related work in accordance with Global Reporting Initiative's guidelines.



Staffan Dahlström
CEO and President

"HMS enjoys an invaluable reputation that has been built on a long and successful growth history. Honesty and fairness have always characterized our way of doing business. The HMS Group Code of Conduct underscores the principles by which the Group aims at building and sustaining long-term relations with all stakeholders. By applying the HMS Group Code of Conduct in our daily work, we ensure that our business is conducted in a responsible and sustainable way.

Thank you for contributing to our commitment to maintain the highest standards of business ethics and integrity in everything we do!"

Applicability of the Code

HMS Group's Code of Conduct adopts the principles of the UN Global Compact, which aims at aligning businesses with human rights, labor, environmental care and anti-corruption principles.

This Supplier Code of Conduct explains what HMS Group expects from you as an HMS supplier with regards to human rights, business principles, workplace practices and the environment.

HMS Group requires suppliers, subcontractors, consultants, distributors and other business partners to adopt and follow these principles. HMS group also continuously evaluates and selects business partners based on criteria including efficiency quality, delivery, price and reliability as well as their ability to meet with the requirements of the Code.

Business Principles

HMS expects the supplier to be a responsible employer and to ensuring that all its business is conducted in a responsible, transparent and trustworthy way.

The HMS Group, its business partners and their respective suppliers, subcontractors and partners shall follow the laws and regulations in each country where it operates. The Code sets forth the minimum level of approved behavior, even if it stipulates higher standards than required by local law. In case local law is stricter than the Code, local law shall prevail.

Fairness in all business relations

Supplier and all persons acting on their behalf must, always, stay committed to exercise fairness in all dealings. The HMS Group has zero tolerance for all forms of corruption or bribery in any form.

Supplier must not provide any gift or entertainment to an HMS employee that might influence, or appear to influence, an HMS employee's decision in relation to HMS's business with the supplier.

HMS Group shall not offer rewards or benefits, whether directly or through intermediaries, to any business party or stakeholder, we expect our business partners to accept and support our provisions and compete in a manner that is both ethical and fair, without engaging in any inappropriate activities or unfair trade practices.

Conflict of interest

HMS Group strives to operate in a manner in which conflicts of interests are actively avoided, and we require our supply chain to do the same. Suppliers shall inform HMS if any HMS employee has an interest in the supplier's business which might cause a conflict of interest.

Dealing with confidential information

Business partners often have access to information about HMS Group, and sometimes also to information owned by customers or other third parties, that is not generally available to the public. Such information must not be passed on to any unauthorized natural or legal person without a written approval from an authorized person at HMS. This obligation continues even after termination of employment.

Supplier shall comply with all applicable data protection laws in collecting, processing, storing or otherwise handling personal data of any individuals.

Human rights and Workplace practices

HMS suppliers shall support and respect the protection of internationally proclaimed human rights and make sure that there is no complicit in human rights abuses.

Respect for the individual

Supplier and all persons acting on their behalf shall provide equal employment opportunities to all individuals without regard to gender, race, religion, age, disability, sexual orientation, nationality, social or ethnic origin, citizenship, union affiliation, political opinions or any other characteristics protected by applicable law.

Supplier and all persons acting on their behalf shall conduct responsible supply chain management and respect all internationally recognized human rights. Where applicable, HMS suppliers shall exercise reasonable due diligence concerning the source and use of conflict minerals.

Fair employment conditions

Supplier and all persons acting on their behalf shall have employment terms and wages that are fair and reasonable and comply with applicable laws and industry standards on working hours. All employees, including those temporarily employed, should have their employment terms in writing and be made aware of their employment conditions.

Forced or child labor

The HMS Group does not tolerate child labor and do not allow illegal or forced labor in its operations or in the operations of any supplier or other party with whom we cooperate. We require our suppliers, subcontractors and partners to follow the UN Convention on the Rights of the Child Act (1989), and to act in accordance with International Labour Organisation (ILO) Minimum Age Convention no. 138 (1973) and ILO Convention on the Worst Forms of Child Labour no. 182 (1999).

The Environment

HMS suppliers are expected to act in an environmentally responsible manner, and to respect all applicable legislation.

The HMS Group conducts a proactive environmental work with preventive actions. We are committed to protecting the environment and believe that we can make contributions to a more sustainable world. Our commitment involves reducing the environmental impact of our operations, products and processes.

HMS Group and its business partners shall comply with environmental laws and regulations and support the achievement of the Group's sustainability objectives. For us, it means that we take the time to understand the environmental risks and impacts associated with the daily work and looks for opportunities to reduce them. This includes the production of waste and greenhouse gas emissions, as well as the consumption of energy, water, materials and other resources. We follow the requirements and procedures for using, storing, labeling, transporting and disposing of chemicals and hazardous materials. Supplier and all persons acting on their behalf shall obtain and comply with all required environmental permits and restrictions, ensure safe handling and protecting the environment. HMS suppliers shall have implemented procedures designed to identify, control and mitigate significant environmental impacts. Desirably, the environmental work is managed through an implemented environmental management system, such as ISO14001 or corresponding.

Internal reporting of Violations

It is important that we act when deviations occur from the principles of HMS Supplier Code of Conduct.

HMS Group encourages its suppliers to seek guidance regarding HMS policies when needed and to raise concerns regarding activities that may involve illegal activity or violations of HMS Supplier Code of Conduct. Supplier must report any concern to their HMS representatives or HMS Global Supply Manager.

Lack of cooperation or failure to comply with the requirements in HMS Supplier Code of Conduct may result in a reduction in business and, ultimately, an end to the business relationship with HMS Group.

An important part of HMS' Code of Conduct is implementation of a "Whistleblower" function, i.e. the opportunity to anonymously report abuse, misuse, irregularities etc. done by a person in key position or leading position when issues are conflicting with our Code of Conduct. HMS expects also its suppliers to have an implemented Whistleblower function for anonymously reporting any concerns.

I hereby acknowledge that I have read, understand and agree to the terms of this document

Company

Date

Name

Title

Signature

Please tick the applicable guidelines mentioned below that are implemented in your organization. Feel free to send us a copy of your Code of Conduct and your principles with regard to human rights, business principles, workplace practices and the environment.

- ILO Code of Practice in Safety and Health
- ILO International Labor Standards
- ISO 14001
- ISO 45001
- OECD Guidelines for Multinational Enterprises
- SA 8000
- United Nations convention against Corruption
- United Nations Convention on the Rights of the Child
- United Nations Global Compact
- United Nations Universal Declaration of Human Rights

- Other _____