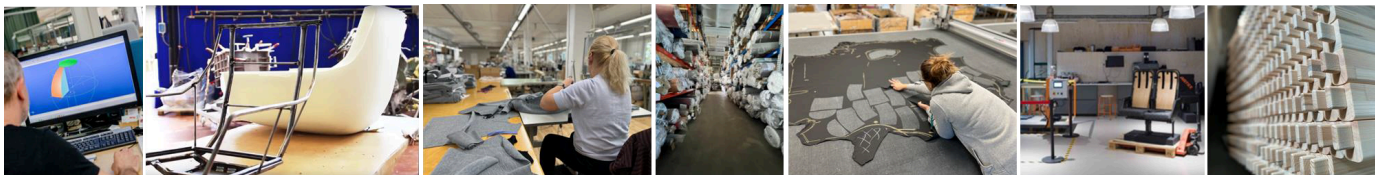


ARTEX

Artex Group Compliance Programme

Supplier Code of Conduct

v.3.0



Supplier Code of Conduct

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Supplier Code of conduct

Responsibility, co-operation and mutual demands for a more sustainable future

1. INTRODUCTION

We endeavour to actively contribute to sustainable development for current and future generations. We are responsible for the economic, environmental and social impacts that our Group's operations and activities have on the world around us. We will work in line with legislation and international frameworks.

Our Code of Conduct applies to our own employees and operations. This Supplier Code of Conduct ("Supplier Code") aims to impose similar requirements on our suppliers and subcontractors.

Artex AB with subsidiaries ("Artex Group") is part of the Pamica Group AB ("Group"), which has adopted and is actively working not only to comply with but also to exceed the requirements of this Supplier Code of Conduct. It applies to all the Group's suppliers and subcontractors.

Open dialogue, transparency and mutual trust are important in our cooperation with suppliers. We strive for long-term relationships with suppliers who share our values and intentions to comply with this Supplier Code.

We know that many of our suppliers are already committed to upholding laws, regulations and standards in their own operations and supply chains like this Supplier Code. This is valued and prioritised in our selection of suppliers. We also recognise that some aspects of our specifications are more relevant to some suppliers than others.

The purpose of the structure and presentation of this Supplier Code is to provide clarity for both us and our suppliers in our continuous improvement work.

1.1 INTERNATIONAL FRAMEWORKS

Goods and services supplied to companies in our group must be produced under conditions that are compatible with:

- The 10 principles of the UN Global Compact
- The UN Universal Declaration of Human Rights (1948)
- The ten core conventions of the ILO:
 - Freedom of Association and Protection of the Right to Organisation (C087)
 - Right to Organise and Collective Bargaining (C098)
 - Forced Labour (C029)
 - Abolition of forced Labour (C0105)
 - Minimum age (C0138)
 - Worst Forms of Child Labour (C0182)
 - Equal Remuneration (C0100)
 - Discrimination (Employment and Occupation) (C0111)
 - Occupational safety and health (C0155)
 - Promotional Framework for Occupational Safety and Health (C0187)
- UN Convention on the Rights of the Child, Article 32
- The UN Declaration against Corruption
- The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct
- The OECD Guidelines on Due Diligence for Responsible Business Conduct
- The UN Declaration on the Rights of Indigenous Peoples
- The Rio Declaration on Environment and Development
- EU The Green Deal with current legislation
- The labour protection and health and safety legislation in force in the country of manufacture
The labour law, including minimum wage legislation, and social security protection applicable in the country of manufacture
- The environmental protection legislation applicable in the country of manufacture
- Global Data Protection Regulation (GDPR)
- The EU Corporate Sustainability Due Diligence (CSDDD)

1.2 MANAGEMENT SYSTEM

Sustainable development requires systematic work on continuous improvement of quality and sustainability goals together with continuous minimisation and monitoring of supplier risks. To maintain a management system, the supplier needs to have procedures for risk assessments, policies, communication, roles, responsibilities, deviation management, routines and relevant training.

We expect transparency and that the supplier does not hide critical areas or refer to ignorance regarding sustainability requirements. Since we aim to work preventively, we want the supplier to inform about any risks in the value chain and how the supplier works with high-risk countries.

Employees should have the right to report suspicions of non-compliance with legal requirements or company policies/rules to their employer without fear of sanctions.

1.3 IMPLEMENTATION AND COMPLIANCE

When evaluating compliance, we consider the type of business conducted, applicability, risks and scope. More sector-specific sustainability requirements and targets can be agreed in commercial contracts. Each section of the supplier code is organised as follows:

REQUIREMENTS

Specifies the requirements the supplier is responsible for complying with within its own organisation and passing on to the supply chain. We strive to exceed these basic requirements and work towards and contribute to the continuous improvement of conditions for healthy workplaces, good ecosystems and good business ethics.

GUIDANCE

Guidance for suppliers and examples of how to fulfil the requirements.

HOW COMPLIANCE IS CHECKED

Examples of how the Group controls compliance requirements and how these can be verified. Alternative verifications may be considered.

REFERENCES

Lists the frameworks, laws, standards and conventions on which our requirements for ourselves and our suppliers are based. We see these as the basic level of requirements to fulfil.

1.4 COMPLIANCE MONITORING OF THE SUPPLIER CODE

Business relationships between Artex Group and our suppliers should be based on honesty, trust, and co-operation.

We expect all suppliers, by accepting this Supplier Code, to commit to meet the requirements both within their own operations and by setting equivalent requirements in their value chain.

Furthermore, each supplier must be able to report how the requirements are met and ensure that they and their subcontractors participate in the follow-up.

The supplier shall be provided with this Supplier Code when initiating a contract or co-operation. It can be attached to the purchase agreement, or a copy of this Supplier Code must be signed by two authorised persons at the Supplier. If a contract or collaboration with the Supplier was entered into before this Supplier Code was produced, signing and approval can and must take place afterwards.

In line with the OECD Guidelines on Responsible Business Conduct and 'due diligence', we advocate the use of the due diligence process in the supply chain. Due diligence is a process to identify, prevent and manage risks in a supplier's operations and business relationships. The objective is to avoid causing or contributing to negative impacts on people, the environment and society, and to try to prevent negative impacts directly linked to the supplier's operations, products or services through business relationships. When the supplier cannot avoid contributing to an adverse impact, it should be able to use due diligence to mitigate it, prevent its recurrence and, where possible, remedy it. Guidance on implementing due diligence is available on the OECD website.

Artex Group may monitor the supplier's compliance with the Supplier Code by engaging in dialogue and asking the supplier to complete follow-up questionnaires. We may also conduct office audits or on-site audits of the supplier with an improvement-oriented approach. If deviations are found, an action plan is drawn up.

If a supplier or subcontractor discovers that they are unable to comply with the Supplier Code in any part, Artex Group shall be informed as soon as possible so that a dialogue can be held, and an action plan can be drawn up.

If the Supplier fails to comply with this Supplier Code or fails to act, Artex Group is entitled to terminate the contracts we have with the Supplier.

Any suspicion or knowledge of violations of the Supplier Code should be reported to Artex Group via the relevant contact person at the company or via the whistleblowing channel available on the Artex Group website. The whistleblowing channel allows reporters to remain completely anonymous without risking retaliation and negative consequences.

Where the requirements of the Supplier Code are more stringent than local laws, the requirements of the Supplier Code shall take precedence. If there is an actual or potential conflict between the Code and applicable laws and regulations, suppliers should notify the company.

2. HEALTH AND SAFETY

Occupational health and safety are important to the Artex Group, and we expect our suppliers to act responsibly and design their own work to ensure a safe working environment. Zero Harm to people is a fundamental operating principle.

<p>REQUIREMENTS</p> <p>The supplier shall ensure continuous improvement of good working conditions and compliance with international labour law conventions in the countries where trade is conducted.</p> <p>At a minimum, this means providing:</p> <ul style="list-style-type: none"> ● a healthy and safe working environment and workplace with evacuation plans, ● work premises, including, where appropriate, accommodation and canteens, which are regularly inspected so that fire safety and hygiene can be maintained daily, ● fair and equal employment conditions, ● fair and equitable financial compensation and benefits, ● clear information on employment conditions, rights and obligations; and ● training, instructions, and protective equipment. <p>The supplier must not use subcontractors to evade laws and requirements regarding the rights of the employee.</p> <p>The supplier also has an increased responsibility to ensure that subcontractors comply with the conditions and to communicate the requirements in the supply chain.</p>	<p>GUIDANCE</p> <p>Be supported by standards, such as ISO45001 or equivalent. Establish and implement policies, rules, procedures and reporting.</p> <p>Ensure that all levels and functions in the company are covered by health and safety management, both physical, organisational and social.</p> <p>HOW COMPLIANCE IS CHECKED</p> <p>Checkpoints may include:</p> <ul style="list-style-type: none"> ● Risk assessments, action plans, procedures and control measures. ● Review of documentation related to health and safety, safety rounds, employee records and working hours. ● That appropriate protective equipment is provided free of charge. ● Free access to clean drinking water, equal and hygienic staff facilities. <p>REFERENCES:</p> <ul style="list-style-type: none"> ● Occupational safety and health (ILO Conventions 155 and 187) ● EU Directive 89/391/EEC on the safety and health of workers at work ● National legislation, sector-specific standards
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3. HUMAN RIGHTS AND LABOUR LAW

Respect for human rights and labour law is very important to the Group. This includes treating employees fairly, with dignity and respect, and avoiding causing or contributing to human rights or labour law violations.

3.1 HUMAN RIGHTS DUE DILLIGENS

<p>REQUIREMENTS</p> <p>Suppliers must be aware of and address any human rights impacts that they cause or contribute to or that are directly linked to their operations, products, or services.</p>	<p>GUIDANCE</p> <p>Work proactively with human rights for example by performing human rights due diligence to identify, prevent, mitigate, and account for the business impact on human rights.</p> <p>HOW COMPLIANCE IS CHECKED</p> <p>Checkpoints may include:</p> <ul style="list-style-type: none"> Review the results of the human rights due diligence conducted. <p>REFERENCES:</p> <ul style="list-style-type: none"> The EU Corporate Sustainability Due Diligence (CSDDD)
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3.2 CHILDREN'S CONDITIONS AND RIGHTS

Children are important stakeholders in business, in the communities and environments where businesses operate. The Convention on the Rights of the Child affects all businesses and organisations.

<p>REQUIREMENTS</p> <p>The supplier shall analyse the impact of its activities on children based on its own activities, the impact in the local community and in the supply chain.</p> <p>The supplier shall work preventively to eliminate child labour according to international standards and have a continuous effort to protect the interests of children.</p> <p>The supplier shall communicate the requirements so that the entire value chain complies with the UN Convention on the Rights of the Child, the ILO Convention on the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour and the ILO Convention on the Minimum Age for Admission to Employment.</p>	<p>GUIDANCE</p> <p>Be guided by the Children's Rights and Business Principles. The Convention on the Rights of the Child covers all children, including those who are not in the labour force. Children are also family members of employees and workers and are affected by the company's conditions. If it is found that children's conditions and rights are violated, for example in the form of child labour, a solution must be applied that is in the best interest of the child.</p> <p>HOW COMPLIANCE IS CHECKED</p> <p>Checkpoints may include:</p> <ul style="list-style-type: none"> Risk analysis of the impact of the activity on children's conditions. Activities to prevent and monitor violations of children's rights.
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<p>Work that involves risks of mental, physical, social or moral harm or interferes with compulsory education must not be performed by underage workers.</p> <p>Where national legislation conflicts with international human rights standards, the supplier shall endeavour to comply with universally recognised human rights.</p>	<ul style="list-style-type: none"> ● Relevant data to ensure legal working conditions for young workers. <p>REFERENCES:</p> <ul style="list-style-type: none"> ● Minimum age for employment (ILO Convention 138) ● Convention Against the Worst Forms of Child Labour (Convention 182) ● Abolition of forced labour (Convention 105)
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3.3 MODERN SLAVERY

We and our suppliers are strictly against all forms of modern slavery, such as forced labour, debt bondage, compulsory labour, slave labour, deceptive recruitment and human trafficking.

<p>REQUIREMENTS</p> <p>The supplier shall have a zero-tolerance policy concerning:</p> <ul style="list-style-type: none"> ● work performed involuntarily; and all instances of coercion, ● psychological and/or physical threats; and abuse, ● abuse of power, ● restrictions on freedom of movement in the form of confiscation of identity documents and passports and withholding of wages, ● cash deposits and debt slavery, ● undignified working conditions, ● human trafficking, ● prison labour or ● any other form of exploitation. <p>The supplier's risk management and procedures shall cover the transmission of requirements along the value chain.</p>	<p>GUIDANCE</p> <p>Implement policies and work on collaborative projects and preventive measures in the value chain. Information and training are available from international Human Rights Watch organisations. Avoid business practices and decisions that risk putting undue pressure on suppliers, contractors and subcontractors and could lead to modern slavery.</p> <p>HOW COMPLIANCE IS CHECKED</p> <p>Checkpoints may include:</p> <ul style="list-style-type: none"> ● Policy, risk assessments, action plans, procedures and control measures. ● Review of documentation such as contracts, lists of employees, working hours, remuneration and benefits. ● Interviews with staff to ensure that the requirements are met. <p>REFERENCES:</p> <ul style="list-style-type: none"> ● Prohibition of forced and compulsory labour (ILO Convention 29) ● Abolition of forced labour (ILO Convention 105) ● EU 2020/1998 measures against serious violations and abuses of human rights.
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	<ul style="list-style-type: none"> • Law (1994:1219) on the European Convention for the Protection of Human Rights and Fundamental Freedoms.
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3.4 DISCRIMINATION, HARASSMENT AND HARSH OR INHUMAN BEHAVIOUR TREATMENT

We do not accept discrimination, bullying, harassment or victimisation. We value inclusion, diversity and a culture that values differences.

<p>REQUIREMENTS</p> <p>The supplier's employees and contractors should be treated with respect, dignity and equality.</p> <p>The Supplier has zero tolerance for discrimination, harassment, abuse or intimidation in the workplace, regardless of position, and whether it occurs in the physical workplace or on the Internet or otherwise digitally.</p> <p>Discrimination also includes, for example, sexism, racism, extremism, homophobia, transphobia, radical ideologies and exclusion.</p> <p>The contractor must evaluate all employees based on job-related competences and qualifications. Any form of negative discrimination is unauthorised and must not occur.</p> <p>The supplier shall promote gender equality and communicate the requirement that the value chain works to counteract all forms of discrimination.</p>	<p>GUIDANCE</p> <p>Promote a culture of equal value. Carry out equality and discrimination training. Ensure that there is no discrimination in employment practices, training, compensation, benefits and workplace safety. Conduct risk assessment, monitor data and set targets. Actively influence the value chain.</p> <p>HOW COMPLIANCE IS CHECKED</p> <p>Checkpoints may include:</p> <ul style="list-style-type: none"> • The policy is implemented and enforced. • Procedures to ensure that decisions are based on relevant and objective criteria. • Monitoring of risk analyses, data such as salary statistics, benefits and employee surveys. • That whistleblowing and reporting channels are in place. <p>REFERENCES:</p> <ul style="list-style-type: none"> • Discrimination in employment and occupation (ILO Convention 111) • EU 2020/1998 measures against serious violations and abuses of human rights. • Act (1994:1219) on the European Convention for the Protection of Human Rights and Fundamental Freedoms.
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3.5 WORKING TIME AND REMUNERATION

Decent working conditions with reasonable working hours and fair remuneration that provides an adequate standard of living for health and well-being are fundamental values for us and our suppliers.

<p>REQUIREMENTS</p> <p>The supplier shall comply with legislation and continuously improve working conditions based on ILO conventions on decent employment conditions, living wage, healthy work-life balance, ensuring rest periods, holidays, sick leave/sick leave and parental leave.</p> <p>The employment of young people by suppliers must not jeopardise their education, health, safety or morals.</p> <p>The supplier also has an increased responsibility to communicate the requirements in its value chain.</p>	<p>GUIDANCE</p> <p>Strive to be an attractive employer that encourages family-friendly working conditions, healthy work-life balance, pay and benefits in line with industry collective agreements and conventions.</p> <p>Ensure that employee-related data is recorded, and that agreements and contracts are documented.</p> <p>HOW COMPLIANCE IS CHECKED</p> <p>Checkpoints may include:</p> <ul style="list-style-type: none"> ● Collective agreements or equivalent conditions on pay, holidays and working hours. ● Monitoring of documentation and data, such as registers, contracts and payslips. ● Interviews with employees. <p>REFERENCES:</p> <ul style="list-style-type: none"> ● Discrimination in employment and occupation (ILO Convention 111) ● Equal pay for equal work regardless of gender (ILO Convention 100) ● UN human rights conventions, articles 23-25
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3.6 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

We encourage freedom of association, collaboration, participation, good dialogue and stimulate workplace engagement with our employees.

<p>REQUIREMENTS</p> <p>The supplier shall give employees the right to join workers' organisations, appoint independent workers' representatives and bargain collectively according to international standards.</p> <p>Conversely, the provider should ensure that no one is forced to belong to an organisation and is respected for their choice.</p> <p>The provider should ensure freedom of expression, open communication, dialogue between employees and managers.</p> <p>The supplier shall ensure that there is no retaliation or victimisation of employees for exercising their rights.</p> <p>The requirements should be passed on in the supply chain.</p>	<p>GUIDANCE</p> <p>Ensure that there are forums for consultation, mutual communication, information channels, tools for dialogue between managers and staff, and that activities are followed up by the management team.</p> <p>HOW COMPLIANCE IS CHECKED</p> <p>Checkpoints may include:</p> <ul style="list-style-type: none"> ● Employees' right to appoint independent workers' representatives, organise to bargain collectively. ● That workers' representatives are recognised by managers and management. ● Open dialogue between employees and managers. <p>REFERENCES:</p> <ul style="list-style-type: none"> ● Right of association and organisation (ILO Convention 87) ● Right to organise and bargain collectively (ILO Convention 98) ● UN Convention on Human Rights, Articles 19 and 20 ● National legislation
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3.7 USE AND ACQUISITION OF LAND, PROPERTY AND RESOURCES

We respect land rights in all forms, including indigenous peoples' land use for food and water in order not to violate cultural values, not to contribute to increased poverty, and to ensure access to food, peace and security.

<p>REQUIREMENTS</p> <p>The supplier shall ensure that the utilisation of natural resources and land does not threaten local livelihoods.</p> <p>The supplier shall be the legal owner of, or have valid leases to, the properties it uses and shall not contribute to negative social, environmental or economic impacts from its land acquisitions.</p> <p>So-called land grabbing is not accepted by Artex Group.</p>	<p>GUIDANCE</p> <p>Assess the impact on stakeholders or former users of any change in land ownership, tenancy or property where you operate.</p> <p>Pay particular attention to rural areas, indigenous peoples, women and children.</p> <p>Keep proof of land ownership or lease agreements for the property where you operate.</p> <p>Check that carbon offset measures do not conflict with the use of land and natural resources.</p> <p>HOW COMPLIANCE IS CHECKED</p> <p>Checkpoints may include:</p> <ul style="list-style-type: none"> • Land ownership or leasehold. • Review of impact assessment and/or, where applicable, contingency plans. • Review of support plans adopted, where appropriate, in consultation with affected stakeholders. <p>REFERENCES:</p> <ul style="list-style-type: none"> • The UN Declaration on the Rights of Indigenous Peoples
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4 RESPONSIBLE SOURCING OF MINERALS AND

METALS

Artex Group comply with all applicable laws on responsible sourcing and conflict minerals and imposes corresponding requirements on suppliers to put an end to conflict-affected areas, abuses and human rights violations.

<p>REQUIREMENTS</p> <p>Suppliers producing, trading and procuring raw materials and components containing tin, tantalum, tungsten, gold (3TG) or cobalt:</p> <ul style="list-style-type: none"> • must comply with all applicable laws on responsible sourcing and conflict minerals, • shall, based on their position in the supply chain, follow the OECD Due Diligence Guidance, submit relevant reports and/or participate in a third-party audit; and • ensure that all 3TG and cobalt supply chain deliveries are traceable to the smelter or refinery level. <p>Smelters and refiners should be listed as responsible under EU law or by the Responsible Minerals Initiative (RMI), or at least have had their due diligence system audited to auditing standards in line with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict and High-Risk Areas.</p>	<p>GUIDANCE</p> <p>Adopt a policy on conflict minerals and responsible sourcing.</p> <p>Implement procedures for thorough and regular risk analysis of supply chains.</p> <p>Inform and train employees who work with conflict minerals.</p> <p>HOW COMPLIANCE IS CHECKED</p> <p>Checkpoints may include:</p> <ul style="list-style-type: none"> • Reports on responsible sourcing of minerals and metals in relation to where the supplier is in the value chain. • Results of the Reasonable Country of Origin Inquiry. • The list of smelters and refineries in our supply chain. <p>REFERENCES:</p> <ul style="list-style-type: none"> • EU Conflict Minerals Regulation • Responsible Minerals Assurance Process (RMAP) • Responsible Minerals Initiative (RMI) • For 3TG cobalt; Reporting Template (CMRT), Cobalt Reporting Template (CRT).
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5 ENVIRONMENT

Artex Group together with our suppliers works to improve ecosystems, biotopes, climate, air, water and living conditions for people and animals.

<p>REQUIREMENTS</p> <p>The supplier shall operate within the framework of the EU Green Deal, keep up to date and comply with applicable environmental laws, EU regulations, declarations and requirements, maintain environmental permits and authorisations.</p> <p>The precautionary principle should always be applied in situations where there is a risk or uncertainty about the safety of a product, substance or compound.</p> <p>Suppliers must pay the social, environmental and economic costs incurred if their activities cause damage to the environment.</p> <p>The supplier shall have a systematic environmental programme of continuous improvement and increased performance in areas relevant to the supplier's operations. The following areas are covered:</p> <ul style="list-style-type: none"> ● climate change mitigation, ● sustainable use and protection of water and marine resources, ● the protection and restoration of biological diversity and ecosystems, ● resource use, waste management and working towards the transition to a circular economy and the prevention and management of waste. ● reducing environmental pollution affecting air, water, soil and health. 	<p>GUIDANCE</p> <p>Use international environmental management standards such as ISO14001. Include environmental impacts and risks in all business decisions. Include minimising your own environmental impact in strategies and objectives. Advocate for environmental responsibility and influence actors in the value chain.</p> <p>HOW COMPLIANCE IS CHECKED</p> <p>Checkpoints may include:</p> <ul style="list-style-type: none"> ● Practical compliance with environmental legislation, e.g. risk analysis, action plans, minimisation of hazardous substances. ● That relevant authorisations for the activity are available. ● Monitoring that targets and measures show minimisation of negative environmental impacts. <p>REFERENCES:</p> <ul style="list-style-type: none"> ● The precautionary principle, Articles 11 and 191-193 of the Treaty on the Functioning of the European Union (TFEU) ● DIRECTIVE 2004/35/EC on environmental liability with regard to the prevention and remedying of environmental damage ● Relevant EU legislation ● The environmental protection legislation applicable in the country of manufacture ● The UN Sustainable Development Goals, Agenda2030 ● The Rio Declaration on Environment and Development ● The CSRD Directive ● Taxonomy Regulation
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6 BUSINESS ETHICS

Artex Group operate with ethical integrity. We impose the same requirements on our suppliers.

6.1 ANTI-CORRUPTION, BRIBERY AND MONEY LAUNDERING

Artex Group have a strict zero tolerance approach to any form of corruption, bribery or money laundering or terrorist financing within our value chain.

<p>REQUIREMENTS</p> <p>The supplier shall not contribute to or tolerate any form of corruption, bribery or money laundering or terrorist financing within its operations or value chain.</p> <p>Suppliers shall:</p> <ul style="list-style-type: none"> • comply with local laws and international anti-corruption conventions, • not cause us to risk participating in any form of corruption, • strictly prohibits any form of improper offer, demand, receipt of benefit, favour, unauthorised other incentive or facilitation payment, such as giving away anything of value to improperly influence any third party such as public officials, • have systems to evaluate intermediaries, adapted to the size and ownership of the company, the activities carried out and the risk of corruption, • kickbacks must not occur, directly or indirectly, within our value chain. Kickbacks are a partial payment of a share of a contract value made to an employee or other contractor, or through third-party techniques such as sub-contracts, purchase orders or consultancy agreements, with the aim of providing officials, political parties, politically exposed persons or employees of a supplier or business partner with cash compensation for an assignment; and • prevent exploitation for money laundering and terrorist financing. 	<p>GUIDANCE</p> <p>Conduct risk analyses, implement policies, establish processes, create a culture and monitoring systems that prevent corruption.</p> <p>Prevent money laundering and terrorist financing risks through good customer and supplier awareness. Ensure policies and procedures to authorise customers and suppliers regarding international sanctions lists or PEP (politically exposed persons) lists.</p> <p>HOW COMPLIANCE IS CHECKED</p> <p>Checkpoints may include:</p> <ul style="list-style-type: none"> • Due diligence procedure, for example, by reviewing policies, risk analysis, communication, training, procedures, checklists, financial information on gifts, registration of entertainment events and explanations. <p>REFERENCES:</p> <ul style="list-style-type: none"> • UN Declaration against Corruption • OECD Guidelines for Responsible Business Conduct • National legislation
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6.2 COMPETITION LAW AND CONFLICTS OF INTEREST

The Artex Group is committed to free trade and competitive markets.

<p>REQUIREMENTS</p> <p>The supplier and its subcontractors shall comply with laws and regulations that promote fair competition both in the direct operations and in the value chain. All forms of anti-competitive activities, such as market sharing, suppression of innovation, price fixing, and other similar activities are strictly prohibited within and in connection with Artex Group.</p> <p>The Supplier shall avoid activities and professional relationships related directly or indirectly to Artex Group that may be perceived as a conflict of interest between the personal interests of the employee and the interests of Artex Group or the Supplier. The Supplier shall immediately notify Artex Group companies in case of potential conflicts of interest that cannot be avoided.</p>	<p>GUIDANCE</p> <p>Communicate the company's policy on competition law to staff. Apply principles of fair competition when negotiating contracts. Ensure that accurate trade-related information and documents are available.</p> <p>HOW COMPLIANCE IS CHECKED</p> <p>Checkpoints may include:</p> <ul style="list-style-type: none"> • Documentation showing that a policy and procedures are in place and that staff have been trained in this area. • Procedures to ensure that documents relating to contracts, products and services are retained and shared when necessary. <p>REFERENCES:</p> <ul style="list-style-type: none"> • UN Declaration against Corruption • The OECD Guidelines for Responsible Business Conduct.
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6.3 PROTECTION OF PERSONAL DATA

<p>REQUIREMENTS</p> <p>When entrusting a supplier with personal data and information that can be linked to individuals, the supplier shall protect the information and take appropriate measures to safeguard it from abuse.</p> <p>All applicable data privacy laws as well as the terms of agreement with us in Artex Group shall be complied with when collecting, storing, using, processing or sharing personal information about individuals.</p>	<p>GUIDANCE</p> <p>Follow data protection principles, the General Data Protection Regulation (GDPR) and its principles. Carry out a risk analysis to identify threats to the against privacy, and to act on threats or risks identified.</p> <p>HOW COMPLIANCE IS CHECKED</p> <p>Checkpoints may include: Relevant documentation and policies showing that the supplier's organisation has adopted the applicable data protection principles.</p> <p>REFERENCES:</p> <ul style="list-style-type: none"> • GDPR • IT and information security policies • EDPB
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6.4 COMPLIANCE WITH TRADE RULES

Taxes, duties, sanctions and export controls.

<p>REQUIREMENTS</p> <p>The supplier shall:</p> <ul style="list-style-type: none"> • complying with tax legislation and government regulations • pay the relevant fees and taxes for the activities in the countries of operation, • not engage in illegal tax planning, • comply with local laws and international regulations on sanctions, • not engage in, or cause Artex Group companies to engage in, any violation of the sanctions. • comply with applicable export control decisions and regulations, maintain and share accurate trade-related data and documents related to their products; and • communicate the requirements along the value chain. 	<p>GUIDANCE</p> <p>Implement trade compliance processes and provide relevant training to staff.</p> <p>Update and present relevant and valid information and documentation on products. Save necessary data and certificates.</p> <p>Ensure compliance with fees and legal requirements including permits, licences and certificates.</p> <p>HOW COMPLIANCE IS CHECKED</p> <p>Checkpoints may include:</p> <ul style="list-style-type: none"> • Suppliers' trade compliance processes. • Requirements for submission of information and documentation for legitimate trade. E.g. proof of permits, licences, certificates in the country of operation. • Necessary evidence of the validity of trade-related data and other information provided. <p>REFERENCES:</p> <ul style="list-style-type: none"> • OECD Guidelines for Multinational Enterprises • National, regional and local fee and tax legislation
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7 SIGNING THE SUPPLIER CODE OF CONDUCT

As a supplier to Artex Group, we undertake to comply with the requirements relating to the issues described in the "Supplier Code of Conduct", to apply these in our operations and to strive to realise them throughout our supply chain. The Artex Group represents all companies and brands within the Artex Group.

The Supplier is informed and aware that Artex Group reserves the right to terminate the contracts it has with us if we do not comply with the requirements of this Supplier Code of Conduct, demonstrate inadequate actions or in case of violations.

Therefore, as a supplier to Artex Group, the supplier agrees that they may be monitored and assessed for sustainability performance in the areas described in the Supplier Code of Conduct.

Further, this Supplier Code of Conduct shall prevail in the event of conflicting or ambiguous provisions in contracts or other terms and conditions between Artex Group and the Supplier.

The Supplier Code of Conduct shall be signed by two **authorised** representatives of the company and the supplier concerned.

SUPPLIER'S AUTHORISATION

[Signature of supplier code]¹

Place & date:

Supplier's full company name: _____

Organisation number/VAT number: _____

Name

Name

Position

Position

Name signature

Name signature

Company stamp/logotype:

¹ Delete this signature page if the Supplier Code is attached to the purchase agreement instead.