

## Code of Conduct TagMaster Suppliers

Apart from complying with prevailing laws, regulations, and standards, we expect all our suppliers and their sub-suppliers to comply with TagMaster Code of Conduct. The Code applies to all TagMaster facilities and units.

### 1. Work with continuous improvements

We encourage suppliers to strive towards continuous improvements and to work with management systems and standards in the areas described in the Supplier Code. Suppliers should have an incident management system in place to handle and prevent incidents.

### 2. Compliance with international applicable legislation

All TagMaster suppliers shall comply with the laws and regulations applicable to their operations and employment in the countries in which they operate. This is a minimum requirement in all parts of the code. The Supplier shall comply with laws and regulations in the countries where it conducts its operations and shall obtain all licences/permits relevant to the business.

Suppliers must ensure that they do not directly or indirectly contribute to human rights violations in conflict-threatened or high-risk areas, in the recovery of materials for products, parts or components delivered to TagMaster.

TagMaster has a zero tolerance of corruption. The Supplier shall not, directly or indirectly, take part in any form of blackmail, embezzlement, corruption or any form of bribe.

### 3. Create good working conditions

The Supplier shall be familiar with and respect the generally recognized global human rights and provide fair working conditions. The Supplier and their sub-suppliers must work with:

- Equal treatment
- Reasonable pay and remuneration
- Reasonable working hours, rest and time off work
- Employment contract
- Freedom of association and the right to bargain collectively
- Freedom and mobility in the labour market
- Zero tolerance of child labour.

The Supplier shall also create a safe and healthy workplace and prevent risks of physical injury and mental ill-health arising from organisational and social factors in the workplace.

## 4. Environmental considerations

The Supplier must follow all applicable environmental laws and regulations, for example RoHS, WEEE and Reach. The Supplier must also follow local environmental laws and regulations.

To ensure that our products are manufactured in a sustainable way from raw material to finished item, environmental commitment throughout the supply chain is a must.

TagMaster AB



Jonas Svensson, CEO