

Rimaster's Supplier Code of Conduct

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1 Introduction

Rimaster is committed to high standards of business ethics and sustainability. Rimaster's Supplier Code of Conduct is based on the UN Global Compact's ten principles and expresses the expectations that Rimaster holds for its suppliers.

Rimaster encourages its suppliers to establish their own codes of conduct based on similar standards and to flow down these standards to all persons and entities supplying goods or services to them.

Rimaster expects its suppliers to, upon reasonable notice, give Rimaster access to relevant premises and documentation to verify compliance with the Supplier Code of Conduct.

If a supplier fails to meet Rimaster's expectations as set out in the Supplier Code of Conduct, Rimaster's general approach is to encourage improvement. Critical deviations or repeated unwillingness to make improvement, however, may jeopardize the supplier's relationship with Rimaster.

2 Compliance with Laws and Regulations

The supplier must operate in full compliance with all laws and regulations applicable to its business and in accordance with the principles of the International Labor Organization, the UN Global Compact and the UN Universal Declaration of Human Rights.

3 Environment

3.1 Management

Rimaster expects the supplier to reduce negative environmental impact through a proactive and systematic approach and responsible management.

3.2 Greenhouse gases

If energy consumption or transportation is a significant environmental aspect of the supplier's operations, Rimaster expects the supplier to measure greenhouse gases emissions and have targets and plans to reduce the emissions.

3.3 Waste management

Rimaster expects the supplier to strive to minimize waste of all types, to recycle all possible fractions and to handle hazardous waste in accordance with local laws and regulations.

3.4 Water

In areas vulnerable to a scarcity of freshwater, suppliers are expected to establish plans for how to reduce the use of freshwater in operations.

3.5 Hazardous substances

Rimaster expects the supplier to identify and phase out hazardous substances in products and operations and ensure proper treatment of emissions generated from operations.

3.6 Sustainable technologies

Rimaster expects the supplier to encourage the development and use of sustainable technologies, e.g., to choose sustainable effective technologies and components in their own production processes and strive to increase the use of technologies that reduce the environmental footprint.

4 Labor Practices and Human Rights

4.1 Health and safety standards

Rimaster expects the supplier to ensure that its employees are offered a safe and healthy working environment. Adequate health and safety policies and procedures shall be established and followed.

4.2 Freedom of association and collective bargaining

Rimaster expects the supplier to respect the right of employees to freely associate and bargain collectively.

4.3 Wages and working hours

Rimaster expects the supplier to compensate employees fairly and, as a minimum, to comply with legal minimum standards in order to provide the employees with a living wage. Working hours shall comply with national laws.

4.4 Non-discrimination

Rimaster expects the supplier to make decisions on hiring, promotion, development and compensation based on the employees' abilities and skills related to the job and must never be based on irrelevant factors, such as gender, age, ethnic or national origin, religion, disability, sexual orientation, union membership or political affiliation.

4.5 Minimum age requirements

The supplier must not engage in, or benefit from, the use of child labor. The supplier should not employ anyone below the completion of compulsory school or under the age of 15 and no one under the age of 18 for hazardous work.

4.6 Forced labor and modern slavery

The supplier must not engage in forced labor or modern slavery related activities, such as using force, threats or deception to get a person to work.

Further, the supplier must not destroy or otherwise deny access to an employee's identity or immigration documents, charge employees recruitment fees or fail to provide an employment agreement that the employee understands.

5 Business ethics

5.1 Anti-corruption

The supplier must refrain from all forms of corruption, extortion and bribery, and specifically ensure that all payments or other benefits offered, or made, comply with applicable anti-corruption laws and regulations.

5.2 Money laundering

Rimaster expects the supplier to avoid all sorts of activities related to money laundering and to comply with all relevant laws against money laundering.

5.3 Business courtesies

Rimaster expects the supplier to compete on the merits of its products and services. The exchange of business courtesies may not be used to gain an unfair competitive advantage. In any business relationship, the supplier must ensure that the offering or receipt of any gift or business courtesy is permitted by law and regulation, does not violate the rules or standards of the recipient's organization and are consistent with reasonable market place customs.

5.4 Conflict of interest

Rimaster expects the supplier to avoid all conflicts of interest or situations giving the appearance of a potential conflict of interest in its dealings with Rimaster. Rimaster expects the supplier to report to Rimaster any situations of actual or potential conflicts of interest between the personal interests of those involved in the dealings and the interests of Rimaster.

5.5 Information management

Rimaster expects the supplier to properly handle sensitive information, including confidential, proprietary and personal information. Information should not be used for any other purpose than for which it was provided. The supplier must respect intellectual property of Rimaster and others.

6 Trade compliance

6.1 Export control

The supplier must ensure that its business practices are in compliance with applicable laws and regulations governing the export, import and retransfer of products, components, software and technical data and assistance.

The supplier shall provide truthful and correct restriction information and is expected to adhere to applicable embargoes and sanctions aiming at maintaining or restoring peace and security.

6.2 Regulatory product compliance

The supplier shall make sure that the supplied products are in compliance with the RoHS directive 2011/65/EU, the REACH regulation 1907/2006/EC, the POPs regulation 850/2004/EC, the Biocidal products regulation 528/2012/EU, the Waste Framework directive 2018/851/EU and EC2008/98 and that information regarding content of Conflict Minerals (3TG) is timely reported to Rimaster upon request.