

## Code of conduct

This Code of Conduct is applicable to all suppliers, their subcontractors and other business partners that do business with Seawing PBB AB, registered in Sweden, corporate organisation number 556060-0339.

Seawing develops and produces Passenger Boarding Bridges and technical equipment for airports and seaports worldwide. Quality also means that our products must be manufactured in a way that is environmentally and socially sustainable. We have a responsibility towards everyone in our supply chain. We are therefore committed to working closely with our suppliers and business partners to achieve a long-term, sustainable social and environmental standard in the factories that manufacture Seawing's products and in the operations of other business partners.

This Code of Conduct specifies what we require from our suppliers, their subcontractors and other business partners in order to fulfil our commitment to our Board of Directors, to our employees, to our customers, to our shareholders and to other stakeholders. It is the responsibility of Seawing's suppliers and other business partners to inform their subcontractors about Seawing's Code of Conduct, and to ensure that this is implemented in every factory and workplace that produces and handles goods or performs services for Seawing.

### **Legal requirements**

Our general rule is that all our suppliers and other business partners must, in all their activities, follow the national laws in the countries in which they operate. Should any requirement in this Code conflict with the national law in any country or territory, the law must always be followed. In such cases the supplier must notify Seawing immediately, before signing this Code.

### **Child labour is not accepted**

The company must take the necessary preventive measures to ensure that it does not employ anyone below the legal age of employment.

### **Health and safety**

Building safety. Fire safety. Avoid accidents. First aid equipment. Healthy working environment.

### **Workers' rights**

We do not accept any forms of forced or bonded labour. Every employee shall be treated with respect and dignity. All employees have the right to form or join associations of their own choosing, and to bargain collectively. No employee shall be discriminated against in employment or occupation on the grounds of sex, race, colour, age, pregnancy, sexual orientation, religion, political opinion, nationality, ethnic origin, disease or disability. All employees are entitled to a written employment contract, in the local language, stipulating the employment terms and conditions. Wages must be paid regularly, on time, and must reflect the experience, qualifications and performance of the



employee. Ordinary working hours must not exceed the legal limit. The employees shall be granted and correctly compensated for any types of paid leave to which they are legally entitled.

#### **Housing conditions**

If a company provides housing facilities for its employees, the facility shall be fire safe and clean. The facility must be separated from the workplace and have a separate entrance.

#### **Environment**

The company must have the relevant environmental permits and licenses for its operations. Chemicals used must follow the local law. Any waste and hazardous waste must be taken care of in a responsible manner and in accordance with local law.

#### **Structure method**

Suppliers and other business partners need to have necessary policies and management systems in place in order to maintain compliance with Seawing's Code of Conduct, local labour laws and environmental laws.

#### **Monitoring and enforcement**

Transparency and Co-operation. - Seawing expects all its suppliers and other business partners to respect this Code of Conduct and to actively do their utmost to achieve our standards. We also expect our suppliers and other business partners to be transparent and not intentionally mislead our auditors. We believe in co-operation and we are willing to work with our suppliers and other business partners to achieve sustainable solutions and to promote suppliers and other business partners who are in compliance. Ethical behaviour is required by Seawing's auditors and any breaches of Seawing's Code of Ethics must immediately be reported to Seawing.

Supply chain – Seawing's Code of Conduct applies only to our direct suppliers, other business partners and manufacturers of goods or services for Seawing and their downstream subcontractors.

Deviation plan – Seawing performs regularly audits to make sure that the suppliers meet the requirements in the Code of conduct.

Malmö, 2020-09-25

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