



Supplier Code of Conduct

1. INTRODUCTION

All products or services offered by Nextron AS (including subsidiaries, hereinafter referred to as "Nextron") are expected to be produced and procured under responsible conditions. To ensure quality, Nextron follows the OECD's guidelines for multinational enterprises, including the OECD due diligence guidance.

2. PRINCIPLES

Nextron's Supplier Code of Conduct is based on current laws and regulations, key UN conventions and ILO conventions. Nextron expects our Suppliers to follow applicable legislation, respect internationally recognized human rights, and follow ethical standards that correspond to the material content of our Supplier Code of Conduct when they work for or together with us. Suppliers must also ensure that the same is passed on to subcontractors who contribute to work for Nextron.

"Supplier" shall mean any third party that supplies products or services to Nextron.

The Supplier is expected to have guidelines that meet Nextron's Supplier Code of Conduct, internationally recognized conventions and relevant national legislation in countries where the Supplier operates. The Supplier's business must be legal.

3. REQUIREMENTS FOR OUR SUPPLIERS

3.1 Human rights and decent working conditions

i. Child Labor

The Supplier must not use child labor. A "child" shall be understood as a person who is under 15 years of age, under the minimum age for completion of compulsory schooling or under the legal employment age in the country in question. The highest highest of the aforementioned age options shall apply. If Suppliers use workers under the age of 18, the Supplier must be able to document that the worker does not carry out health-damaging or dangerous work, including overtime and night shifts.

ii. Forced Labor

The Supplier must not use any form of coercion in connection with employment or working conditions. The Supplier must ensure that the working relationship between the employee and the Supplier is based on voluntariness and without threats of any kind. The Supplier must ensure that all employees are free to leave the workplace or terminate the employment relationship after notifying the supplier of this in a reasonable manner. Employees shall not need to deposit money, identity papers or the like in order to be employed or to maintain an employment relationship.

iii. Terms of Employment

The Supplier shall pay their workers in accordance with any national statutory minimum wage standard. The salary must be agreed in writing and transferred to the employees at the agreed time. The Supplier shall ensure that all employees have written employment agreements that describe the terms of



employment in a language that the employee understands. The agreement must contain information that is required in accordance with national legislation and, as a minimum, contain information about the position, workplace, salary, working hours, weekly rest days and statutory holidays.

iv. Discrimination and Harassment

The Supplier must promote equality in employment and must have zero tolerance for direct and indirect discrimination and harassment and prevent dismissal on unfair grounds. The Supplier must treat all employees fairly and strive for gender balance, diversity and inclusion throughout the business and at all management levels. The Supplier must take action if deviations from this are observed.

v. Freedom of Association and Collective Bargaining

The Supplier must ensure and recognize the right to freedom of association and collective bargaining. The Supplier must respect the employees' right to establish or join trade unions or employee organizations. Employees must have the right to bargain collectively, without fear of threats or reprisals. The Supplier must not discriminate against employee representatives or trade union members, who must be allowed to carry out their work as representatives in the workplace. In cases where freedom of association and collective wage negotiations are limited by national legislation, the Supplier must ensure that employees can freely choose their own representatives.

vi. Working Time

The Supplier must ensure that statutory working time regulations are observed and that working hours must be in line with national laws or collective agreements. Required overtime work must be limited and the Supplier must ensure that employees agree to any overtime work. The Supplier must respect and comply with applicable legislation, international conventions and collective agreements, if applicable, on working hours and breaks, including overtime work as well as holidays, sick leave and parental leave and other applicable absence regulations. The Supplier must respect employees' need for restitution and ensure that all employees have the right to a satisfactory holiday with pay that at least corresponds to national/international legislation.

vii. Health, Safety and Environment

The Supplier must ensure and maintain a safe working environment in accordance with current legislation and encourage good practice in health and safety.

The Supplier must ensure that all operations are carried out in accordance with current environmental legislation, including that all relevant registrations, permits and/or licenses are obtained. Any negative impacts resulting from the Supplier's activities must be reduced as much as possible. The Supplier must ensure that sufficient procedures are in place at all times to ensure this.

The Supplier is expected to establish appropriate measures to prevent accidents and occupational diseases, including taking out all statutory insurance. Work-related accidents must be reported to the relevant authorities, investigated and preventive measures must be introduced. The Supplier is expected to have a written policy, personnel handbook, statement or similar covering health and safety and which is communicated and made available to all employees.



3.2 Anti Corruption

Nextron has zero tolerance for corruption and influence peddling, and bribery must not occur between us and our business partners. Nextron's suppliers must actively distance themselves from all forms of corruption and must comply with laws and regulations relating to bribery, corruption, anti-money laundering, fraud and other illegal business activities.

4. REQUIREMENTS FOR REPORTING

As part of Nextron's follow-up of our Suppliers, Nextron reserves the right to verify the Supplier's compliance with this Supplier Code of Conduct. The Supplier is expected to be helpful in carrying out follow-up interviews, audits and inspections, including providing the necessary documentation within a reasonable time. Nextron may require this documentation in the form of:

- Self-assessment by the Supplier
- Own or independent third-party audit

The Supplier may choose to document follow-up of the requirements through adequate certification of the business.

5. BREACH OF SUPPLIER CODE OF CONDUCT

In the event of a deviation from the Supplier Code of Conduct, the Supplier must notify Nextron of the deviation and what measures are being implemented to eliminate the deviation.