

Code of Conduct

- We keep our promises, against customers, against the company, against suppliers and against each other.
- We work transparent against our suppliers as well as our customers and within the company.
- We are all equally responsible to deliver good results, to do so we need to make decisions and to be brave in our work.
- The out most important thing is that we are all equally responsible for our own wellbeing, as well as our colleague's wellbeing.
- We aim to lead our business with firm trustworthiness and standing for reasonable managing and moral conduct, ethical behavior is characterizing of our corporate culture.
- Everyone in the company bears duty regarding sustaining the ethical human corporate culture of Pickering Interfaces
- Everyone is equally important and respected in the company
- We are all equally responsible for maintaining Pickering Interfaces quality against customers.
- Pickering Interfaces AB's main environmental goal is to reduce it's CO2 release.
- We are actively working to produce and retail products that support renewable technology.
- Products supplied in the "Pickering family" is based on long term usage. We also plan for the products environmental impact in the product's entire life circle.
- Pickering AB's environmental work is characterized by a holistic approach that includes the earths resources as well as the human resources.
- The company is going to be prone to change and follow the most recent science in the environmental field. And work actively to assimilate towards a more sustainable environment using the latest technique.
- Our processes do produce some waste and when workable we reuse the garbage if not, we recycle the garbage.

- Pickering AB should follow the environmental laws and guidelines in Sweden as well as in the EU.
- We are certified by ISO 9001 – see more at pickeringtest.com – [accreditations/certifications](http://pickeringtest.com)
- Our products are RoHS Compliant - see more at pickeringtest.com – [accreditations/certifications](http://pickeringtest.com)
- We work actively to use conflict free minerals - see more at pickeringtest.com – [accreditations/certifications](http://pickeringtest.com)
- Pickering Interfaces are going to sell test equipment with the highest quality.
- Our products and services should always be professional and if we don't support the customers wish we are happy to help the customer to find the best test solutions for them even if we don't sell it ourselves.
- All our suppliers are state of the art. We expect them to develop their businesses to support our goals and to keep up with our ethical conduct.
- We work actively to use conflict free minerals - see more at pickeringtest.com – [accreditations/certifications](http://pickeringtest.com)
- Pickering Interfaces AB is committed to conducting business honestly and fairly and in compliance with all laws and regulations. Our CSR values also has a strong commitment to sustainability, promoted through a positive impact on the environment, society and economy in which we operate. This also sets out CSR's expectations of our Suppliers.
- We expect Suppliers to drive these expectations throughout their own supply chains.
- Suppliers must comply with local, national and international laws and regulations that apply.
- We will only conduct business by lawful and ethical means, including respect of payment terms, equal access to business opportunities for all suppliers, fair contractual terms, respect of property rights, prevention of fraud, corruption and conflicts of interest. We expect the same behaviour from our Suppliers. Suppliers are expected to avoid any situations involving divided loyalty or a conflict.
- We expects Suppliers to provide a safe and healthy workplace for their employees and contractors, and to have documented health and safety policies and procedures in place, together with appropriate safety equipment.

- Our goal is to protect the environment in which it operates by minimizing the impact of our activities, and we expect Suppliers to do the same. Suppliers must manage their environmental impacts, as well as their resilience to weather and climate change, and have documented environmental policies and procedures in place. All hazards and incidents relevant to CSR operations and supply chains must be reported.
- We are committed to upholding human rights! We expect our Suppliers to identify any potential or actual adverse impacts their operations may have on human rights and to implement prevention, mitigation and remediation processes. Suppliers should maintain a complete set of records to trace the supply chain of all goods and services provided.
- We are committed to providing an inclusive and diverse workplace where people are treated fairly and equitably, with respect and free from discrimination, harassment, bullying or victimization. We have the same expectation of our partners. Suppliers should commit to employing and developing a diverse and inclusive workforce including gender equity to a level of at least the industry average on overall gender ratios.

For Suppliers

Monitoring

Compliance with this will be used as part of our Supplier evaluation, selection and contract management process. In addition, we may set sustainability requirements that are specific to a product or service and require Suppliers to provide detailed information about how they meet these requirements in their operations and extended supply chains.

Corrective Action/Support/Termination

All new and existing Suppliers are required to comply with our Code Of Conduct and demonstrate their commitment to doing so.

When/If a Supplier does not meet our requirements, corrective action plans shall be established, and progress will be monitored.

We will terminate the relationship with Suppliers that knowingly violate this Code!

Reporting grievances or breaches of the Code

If Suppliers have any concerns about compliance with our

Code Of Conduct they are encouraged to raise the matter directly with us.

I additions for not in text mentioned above do we comply with following rights and company statements as below:

European Union Agency for fundamental rights: Article 32 - Prohibition of child labour and protection of young people at work. The employment of children is prohibited. The minimum age of admission to employment may not be lower than the minimum school-leaving age, without prejudice to such rules as may be more favourable to young people and except for limited derogations. Young people admitted to work must have working conditions appropriate to their age and be protected against economic exploitation and any work likely to harm their safety, health or physical, mental, moral or social development or to interfere with their education.

Global Compact on Refugees- United Nations High Commissioner for Refugees which affirms the global compact on refugees. The importance of the global compact on refugees as a representation of political will and the ambition to operationalize the principle of burden- and responsibility to mobilize the international community as a whole, and to galvanize action for an improved response to refugee situations.

Correct salaries and benefits- All employees at the company have contractually agreed minimum salaries. All benefits offered by the company are declared in accordance with Swedish law.

Working hours- We follow the Swedish Working Hour act that regulates our working hours including any overtime and rest periods that we have such as work pauses, coffee/tea breaks, daily and weekly rest periods.

Universal Declaration of Human Rights (UDHR)- For us it is natural to support and comply with UDHR.

Ethical recruitment- In all recruitment's we treat all people the same. No matter of origin, gender or religion. When we recruit people, we purely recruit on competence. We follow the rights according to the Act on National Minorities and Minority Languages (2009:724) concerning national minorities, national minority languages, administrative areas and the right to use minority languages in dealings with administrative authorities and courts as well as provisions concerning elderly care. We together, management and employees shall prevent discrimination and promote greater equality.

The Constitution of Sweden, Article 11- We follow and comply with article 11 in the swedish constitution stating that everyone has the right to freedom of peaceful assembly and to freedom of association with others, including the right to form and to join trade unions for the protection of his interests.

Non-discrimination- Any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited. Within the scope of application of the Treaty establishing the European Community and of the Treaty on European Union, and without prejudice to the special provisions of those treaties, any discrimination on grounds of nationality shall be prohibited.

We also firmly states and comply gender equality maning that women and men have to have the same opportunities, rights and obligations. This implies, among other things, that women and men have to have equal amounts of power, equal opportunities to go to school, and that they have to share the responsibility for their home and their children.

Whistleblower- The company is prone to react on the employees concerns regarding the work environment, working hours, corporate leadership and other aspects of the company that regards to the employee's wellbeing. If the employee has any concerns, we first encourage the employee to reach out to the nearest supervisor. If the employee feels the need for outside support, we truly encourage the employee to reach out to the local union representative. An employee that comes to the company with concerns either via its nearest supervisor or the union representative will never be punished in any way.

Control of export in respect of sanctions – We claim end user statements from our customers when needed. The claim could come from our cipmany internally of from one of our supplier vi us to the customer. We also follow EU's Common Foreign and Security Policy and their objectives and values. We follow decisions on sanctions taken by the Council of the European Union by unanimity.

SUPPLIER REQUIREMENTS POLICY ON SUSTAINABLE DEVELOPMENT

This policy defines the sustainability requirements that all our suppliers must adhere to in order to maintain an ethical and responsible business relationship. We expect all our partners to comply with strict standards covering human rights, environmental protection, anti-corruption, and the ethical and responsible management of their resources and practices.

Child and Young Worker Protection

Suppliers must strictly prohibit child labor and young worker exploitation in accordance with international labor standards. They must ensure that their recruitment practices comply with local laws and international child rights conventions.

Wages and Benefits

Suppliers must ensure that their employees receive fair compensation in accordance with applicable laws and are provided with wages and benefits sufficient to meet basic needs.

Working Hours

Suppliers must respect legal working hour limits and provide adequate rest periods, including paid leave.

Modern Slavery

No supplier shall engage in slavery, servitude, forced or compulsory labor, or human trafficking. Mechanisms for reporting such practices must be in place.

Ethical Recruitment

Recruitment must be conducted ethically, without discriminatory or coercive practices. Suppliers must ensure that their recruitment processes are transparent and fair.

Freedom of Association and Collective Bargaining

Employees must be free to associate and engage in collective bargaining without fear of retaliation.

Non-Discrimination and Anti-Harassment

Suppliers must promote a work environment free from discrimination, harassment, or intimidation based on race, ethnicity, gender, sexual orientation, religion, or any other legally protected characteristic.

Women's Rights

Suppliers must respect women's rights and promote equal treatment in the workplace, ensuring an inclusive and safe environment for all.

Diversity, Equity, and Inclusion

Suppliers must encourage diversity, equity, and inclusion in their workforce, ensuring that all employees are treated fairly and equitably.

Minority and Indigenous Rights

Suppliers must respect the rights of minorities and indigenous peoples, ensuring their inclusion and preventing any form of exploitation or discrimination.

Land, Forest, and Water Rights

Suppliers must respect the land rights of local communities, including access to land, forests, and water, and avoid any forced displacement.

Use of Security Forces

Suppliers must ensure that private or public security forces are used ethically, respecting human rights and legal standards.

Health and Safety

Worker health and safety must be a top priority. Suppliers must comply with all health and safety regulations and implement mechanisms to ensure a safe and healthy work environment.

Anti-Corruption and Anti-Money Laundering

Suppliers must comply with anti-corruption and anti-money laundering laws, prohibit all forms of corruption, and ensure transparency in financial transactions.

Data Protection and Security

Suppliers must protect the confidentiality and security of personal and sensitive data, ensuring compliance with data protection laws.

Financial Responsibility

Suppliers must maintain accurate and transparent financial records, enabling traceability and proper verification of their practices.

Disclosure of Information

Suppliers must provide accurate and complete information regarding their operations, sustainability practices, and any other required disclosures.

Fair Competition and Antitrust Compliance

Suppliers must comply with antitrust and fair competition laws, avoiding any anti-competitive or cartel-like behavior.

Conflict of Interest Management

Suppliers must identify and manage any potential conflicts of interest in their business activities, ensuring transparent and ethical decision-making.

Counterfeit Parts

Suppliers must ensure that the products and parts they provide are not counterfeit and fully comply with intellectual property rights.

Intellectual Property

Suppliers must respect the intellectual property rights of all stakeholders and avoid any infringement.

Export Controls and Economic Sanctions

Suppliers must comply with applicable export control regulations and economic sanctions in all relevant jurisdictions.

Whistleblowing and Protection Against Retaliation

Suppliers must allow employees to report violations of this policy safely and without fear of retaliation.

Environmental Responsibility

Suppliers must adopt practices that minimize their environmental impact, working towards reducing greenhouse gas emissions, improving energy efficiency, transitioning to renewable energy, responsible water management, air quality control, chemical management, and waste reduction. They must commit to concrete actions for biodiversity protection, deforestation prevention, sustainable land management, and soil quality preservation.

Tier 1 Supplier Requirements

Tier 1 suppliers must ensure that these principles are upheld throughout their supply chain, imposing binding requirements on their own suppliers to guarantee compliance with these standards.



Pickering Interfaces AB is committed to working only with suppliers who adhere to these sustainability principles. By signing this contract, the supplier agrees to comply with all the requirements set forth in this policy and implement actions to ensure compliance throughout the supply chain.

Our Vision is to Develop Pickering towards a more sustainable world
These guidelines combined creates the essence of our Corporate Culture

We call it: ***Human Technology***

Signed By Supplier: date, company, name, titel:

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