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# CODE OF CONDUCT FOR SUPPLIERS

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Bara Mineraler works to ensure that the business is imbued with responsible behaviour towards employees, owners, customers, suppliers, stakeholders, authorities and the rest of the world. It is clarified i.a. in Bara Mineraler's own code of conduct. Bara Mineraler supports the ten principles of the UN's Global Compact and expects suppliers and subcontractors to follow internationally recognized principles for anti-corruption, human rights, work environment and environment. Compliance with this supplier code is considered both when deciding who we cooperate with and when evaluating ongoing contractual relationships. **Bara the 10th of January 2024. Susanna Bondeson, CEO**

## **Anti-corruption**

Bara Mineraler does not tolerate any form of corruption or fraud. The supplier shall not give, promise, offer, request, or receive compensation or benefits that are contrary to applicable legislation and good business practice or that may affect, or be perceived to affect, the objectivity of decisions.

## **Human Rights**

The supplier must support and respect the protection of internationally recognized human rights, including rights according to the UN Convention on the Rights of the Child. The supplier shall not commit or benefit from war crimes, genocide, or crimes against humanity under international law. Work under the age of 18. The supplier shall not employ workers under the age of 18 for any type of work that may pose a risk to their health, safety, or well-being.

## **Forced labour**

The supplier shall not use or benefit from any form of forced labour. Employees must be able to move freely during their employment and must be free to leave their employment after termination in accordance with applicable laws and agreements. This means that the supplier must not withhold employees' wages, benefits, property or documents, such as ID documents and travel documents.

## **Freedom of association**

The Supplier shall not impede or frustrate any employee's right to join, or refrain from joining, trade unions or other organizations. The supplier must recognize the workers' elected representatives and negotiate with them in good faith on all important matters in the workplace.

## **Work environment and safety**

The Supplier must offer a healthy and safe working environment, including the Supplier's own workplace, during transport and within Bara Mineralers areas. Work environment work must be carried out preventively and in accordance with applicable legislation. Risks must be continuously evaluated so that protective measures can be taken. The supplier must provide protective equipment and safety training for the performance of the tasks. Workers must not be exposed to work environment risks that could endanger their lives. Workers must always be informed about dangers and protective measures taken. The supplier must ensure that its employees, for their own and their colleagues' working environment, act safely and follow the instructions and routines that exist and report risks and incidents that have occurred. The supplier shall under no circumstances subject the workers to harsh, inhumane, or abusive treatment or punishment.



**Equality, diversity, and equal opportunities**

The supplier must pay wages that meet minimum wage requirements according to law or agreement. The salary must be paid regularly and in the form of legal tender. The supplier's employees must have a written, comprehensible, and legally binding employment contract. The supplier must comply with applicable laws, agreements, and industry standards regarding working hours. The supplier must respect the integrity of employees and treat personal data confidentially and in accordance with current legislation. The workers must have access to clean, hygienic and, if necessary, heated facilities. This requirement also applies to the housing that may be provided by the supplier.

**Wages, working hours and other employment conditions**

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**Environment**

The supplier must comply with applicable legislation and work for a resource-efficient use of water, energy, and other raw materials. The supplier must minimize both the climate impact from its operations and negative emissions to air, water, or land.

The supplier must develop routines to effectively prevent all health risks and accidents that may affect production and the local community or may negatively affect the environment.

**Generally / Conventions and legislation**

Bara Mineraler supports the ten principles of the UN Global Compact. The code of conduct is based on these principles and clarifies what Bara Mineraler expects from its suppliers. The Supplier shall comply with all applicable legislation and if the provisions of the Code are inconsistent with legislation, the applicable laws and regulations shall take precedence.