

Code of Conduct for Suppliers



Objective

The objective of the code of conduct is to set out Stefnir's key focuses with respect to suppliers and to safeguard transparency in buying and services. Stefnir places great emphasis on compliance with the applicable laws, regulations and moral values and wants to do business with suppliers who share our values. This code of conduct is designed to provide a clear idea of what we expect from our suppliers in terms of the environment, diversity, human rights and governance. Suppliers are the companies and individuals who provide Stefnir with goods and services.

In our sustainability and social responsibility policy, Stefnir has chosen to place a particular emphasis on the following UN Sustainable Development Goals and wishes to buy goods and services in accordance with these goals:

- Goal 5: Gender equality
- Goal 8: Decent work and economic growth
- Goal 10: Reduced inequality
- Goal 12: Responsible consumption and production
- Goal 13: Climate action
- Goal 17: Partnership to achieve the goals

Environment

Suppliers should:

- Define the environmental risks of their activities.
- Seek to reduce negative environmental impacts and greenhouse gas emissions from their activities.
- Operate in compliance with the relevant laws and regulations.
- Do their utmost to ensure that the obligations and targets of the Paris Agreement are met.



Diversity and human rights

Suppliers should:

- Ensure equal opportunities and terms to all employees, irrespective of origin, nationality, gender, religion, view of life, disability, occupational disability, age, sexuality or gender identity or other status and work in compliance with the laws on equal opportunities on the labour market.
- Ensure that there is zero tolerance of bullying, sexual



- harassment, gender-based harassment and violence or other discrimination in their activities.
- Respect international human rights in all areas of their business.
- Respect freedom of association and the rights accorded to employees by collective wage agreements.
- Ensure that employees carry out their work of their own free will and without coercion.
- Comply with the law and regulations on children's rights, including the United Nations Convention on the Rights of the Child. This includes ensuring that children under the age of 18 do not perform tasks which could threaten their health and or/security and respecting their right to development, welfare and education.
- Combat bribery and corruption and not offer anyone incentive payments and/or other types of remuneration to which they are not entitled in return for doing something or not doing something which conflicts with the responsibilities of the person involved.



Governance

- Combat bribery and corruption and not offer anyone incentive payments and/or other types of remuneration to which they are not entitled in return for doing something or not doing something which conflicts with the responsibilities of the person involved.
- Adopt a code of conduct and publish it. Make similar requirements of their own suppliers and sub-contractors with respect to environmental, social and governance factors to those specified in this code of conduct.

Responsibility

The managing director is responsible for implementing the policy and shall take an appropriate response to any deviations from the policy. The policy is also designed to promote good governance at the company and is applicable to all of its activities.

Reviewing the policy, publication and transparency

This policy and its objectives are reviewed as often as deemed necessary but never less than every three years, and published on the company's website.