



**Elo's Supplier  
Code of Conduct**

## Purpose

Due to their social significance, Elo's operations are characterised by the requirements of lawfulness, responsibility and transparency. Elo's Supplier Code of Conduct contains those minimum requirements for corporate responsibility that Elo expects its suppliers (partners, service providers) to comply with. In addition, Elo's direct suppliers shall ensure and oversee that their own suppliers and subcontractors comply with the corresponding corporate responsibility requirements in their own activities.

## Principles

### Lawfulness and integrity of operations

Elo's suppliers are required to comply with legislation and regulations issued by authorities, and to fulfil their obligations in terms of sustainability. The suppliers are expected to show integrity and good reputation in their operations. They are responsible for ensuring the security of confidential information, especially in relation to private individuals. Any form of money laundering, corruption or bribery is unacceptable.

The suppliers shall have appropriate operational principles and practises in place to guarantee the lawfulness and integrity of their business operations and supply chains. In addition, the suppliers shall provide employees and other stakeholders with a possibility to report any suspected violations (whistleblowing).

### Human rights and employee rights

For Elo, it is important that all suppliers respect human rights and, in their operations, observe the relevant principles and agreements, such as the UN principles concerning business operations and human rights, the OECD principles for multinational companies, and the core conventions of the International Labour Organization ILO. For example, the freedom of association and the right to collective bargaining shall be safeguarded, forced labour or child labour is not permitted, and discrimination is not accepted. Compliance with legislation and collective agreements is a minimum requirement.

Suppliers shall ensure that neither the supplier nor any party in their supply chain are involved in any violation of human or working life rights.

### Occupational health and safety

Suppliers shall ensure that their work environments meet the requirements of occupational safety and health legislation. Occupational accidents and injuries must be actively prevented, and any accidents or hazardous incidents shall be investigated and reported. In addition, the suppliers shall regularly assess the risks related to safety and health.

### Environment

Elo requires that the suppliers take environmental impacts into consideration in their operations. The suppliers shall commit themselves to comply with the applicable international and national laws, regulations and principles related to the environment. Special attention shall be paid to the identification, assessment and reporting of essential environmental impacts and the prevention and reduction of environmental risks. The suppliers should apply, whenever possible, a certified system or documented process for environmental management.

### Compliance with the Supplier

#### Code of Conduct

Upon request, a supplier shall provide Elo with information about their compliance with this Supplier Code of Conduct.

Should the supplier observe within their own supplier or subcontractor network any actions that are contrary to this Supplier Code of Conduct, or suspect any violation in relation to the supply of products or services to Elo, the supplier is expected to immediately inform Elo about the matter.

The supplier approves that Elo may, either independently or with the assistance of a third party, conduct an audit to investigate compliance with this Supplier Code of Conduct. Possible audits shall always be carried out in co-operation, and the supplier shall assist Elo in the audit, for example, by allowing on-site inspections.

If the supplier is found to be in breach of this Supplier Code of Conduct and is unable to remedy the breach within the agreed period of time, Elo may consider the termination of the business relationship. As a consequence of such a violation, the supplier may also be excluded from competitive tendering in the future. ●

---

This Supplier Code of Conduct has been approved by Elo's Executive Group on 6 February 2024.