

SUPPLIER CODE OF CONDUCT

The HauCon Group is the Nordic region's leading supplier of specialized products used in the concrete contractor industry. We are located in Norway, Sweden, Denmark, and Finland and have an annual turnover of more than 100 million euros. By being operational in several countries, we achieve synergy effects in procurement, logistics, and administration. A large volume means lower costs and competitive prices to our customers. Our goal is to create greater value for our customers by being the best in logistics, sustainability, and service. With the best and latest products in stock, HauCon will be at the forefront of development while delivering knowledge and good solutions.

This Supplier Code of Conduct outlines the principles and expectations we have for our partners regarding ethical, social, and environmental responsibility.

BUSINESS ETHICS

The HauCon Group does not accept breaches of general human rights, ethnic, religious, or sexual discrimination, slavery, child labour, corruption and bribery, price cooperation, or unsustainable social or environmental impacts.

LEGAL AND REGULATORY

Partners shall be fully compliant with all relevant international and national laws and regulations. Partners shall guarantee that there are routines in place to ensure compliance with all applicable laws and regulations in the countries where they carry out their business activities.

GLOBAL ENVIRONMENT

The HauCon Group is working continuously to meet our global environmental concerns. We do not want to distribute products that could have a negative impact on the environment. Where there are no alternative products, we seek to find alternative solutions. Through active efforts, it is expected that partners ensure that we achieve our goals and commitments, as well as comply with all regulatory requirements. We expect our partners to have an internal control system where consideration for the environment is also discussed. We strongly encourage you to adhere to ISO14001 certification or equivalent. If there is such a certification, a copy of this is requested sent to HauCon.

HSE

Suppliers must provide a safe and healthy workplace and have measures in place to respond to emergencies and protect the safety of their employees. All partners must be able to document compliance with regulatory and contractual requirements for health, safety, and environment.

WAGES AND WORKING CONDITIONS

The HauCon Group does not accept social dumping. All partners must comply with all applicable laws and requirements for payment and working conditions.

REPORTING AND COMPLIANCE

We continuously want to develop ourselves and our partners. Suppliers must promptly report any violations of this Code of Conduct and work with Haucon Group to address and remedy such violations. We should at any time be able to review our partners' compliance with the requirements of this document. This document must be communicated to all influential levels.

CONFIDENTIALITY AND INTELLECTUAL PROPERTY

Suppliers must respect and protect the confidentiality of HauCon's information and intellectual property.

The HauCon Group

Revised: January 2024

Signature