EAB

Built to last.®

CODE OF CONDUCT FOR SUPPLIERS



EAB | Code of Conduct Supplier

EAB AB
Stålgatan 2
333 33 Smålandsstenar
Sweden

+46 371 340 00
info@eab.se
www.eab.info



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Revision history and governance
Version 1.0 (15 May 2023): Original general Code of Conduct.
Version 2.0 (25 August 2026): Establishment of a separate external Supplier Code of Conduct. Strengthened requirements relating to conflict minerals (CMRT), REACH/RoHS/SCIP, air pollution and best available techniques (BAT), audit rights (including on-site audits), and formal protection for whistleblowers against retaliation.

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Introduction, purpose and scope

EAB AB's brand promise, "Built to last", sets high standards for quality, safety and sustainability throughout our operations. We expect our suppliers to share our commitment to responsible and ethical business practices.

This Supplier Code of Conduct sets out the Group's minimum requirements for all suppliers of goods, materials, steel, components and services, as well as their subcontractors.

The Code is based on

1. UN Global Compact (UNGC): The Ten Principles covering human rights, labour, the environment and anti-corruption.

2. ISO 26000: Guidance on social responsibility, transparency, ethical behaviour and stakeholder

3. ILO Fundamental Conventions: The International Labour Organization's standards on fundamental rights at work.

4. UNGP: The United Nations Guiding Principles on Business and Human Rights.

Compliance with this Code forms an integral part of the business agreement between EAB AB and the supplier. The supplier is responsible for communicating and enforcing equivalent requirements throughout its own supply chain.



Human rights and labour standards

The supplier must respect internationally recognised human rights and ensure fair treatment of all workers.

Prohibition of child labour
Child labour is not accepted under any circumstances. No person under the age of 15, or the applicable national age for completion of compulsory schooling, may be employed. Young people between the ages of 15 and 18 must not carry out hazardous work, night work or any work that could put their physical or mental development or health at risk.

Prohibition of forced labour and human trafficking
All work must be voluntary. Forced labour, bonded labour and human trafficking are strictly prohibited. Employees must not be required to pay recruitment fees or deposits, or to surrender passports or identity documents as a condition of employment.

Freedom of association and collective bargaining
The supplier must respect employees' right to freely join trade unions and engage in collective bargaining without risk of discrimination or retaliation.

Fair wages and benefits
Wages and benefits must, as a minimum, meet statutory minimum wage requirements or applicable collectively agreed levels. The supplier is encouraged to pay wages that meet a verified living wage standard.

Working hours and rest
Working hours and overtime must comply with national legislation and applicable ILO conventions.



Occupational health and safety

The supplier must provide a safe, secure and healthy working environment.

Systematic health & safety management
Procedures must be in place for risk assessments, accident prevention and the provision and use of personal protective equipment (PPE).

Zero tolerance for harassment
All forms of physical, sexual, verbal or psychological abuse, harassment or discrimination are prohibited.

Sanitary conditions
Employees must have free access to clean drinking water, hygienic toilet facilities and, where necessary, safe staff facilities.

Environmental responsibility, emissions and material requirements

The supplier must take a structured approach to environmental management, preferably certified to ISO 14001 or an equivalent standard, and actively minimise its environmental impact.

Limiting air pollution
Manufacturing processes must use best available techniques (BAT) and appropriate filtration systems to minimise atmospheric emissions of dust, particulate matter, welding fumes and volatile organic compounds (VOCs).

Climate and resource efficiency
The supplier is expected to measure its greenhouse gas emissions (Scopes 1, 2 and 3), improve energy efficiency and actively increase the proportion of recycled or fossil-free materials in its supplies.

Chemicals and product regulatory compliance
The supplier must ensure full compliance:

REACH (Regulation (EC) No 1907/2006), including the restrictions set out in Annex XVII and the phase-out of substances of very high concern (SVHCs).

RoHS (Directive 2011/65/EU) and reporting to the SCIP database.

Conflict minerals & responsible sourcing
The supplier must ensure traceability, comply with the EU Conflict Minerals Regulation and, upon request, provide a complete CMRT (Conflict Minerals Reporting Template) in accordance with the Responsible Minerals Initiative (RMI).

Business ethics, anti-corruption and fair competition

The highest standards of integrity and transparency are required in all business relationships.

Prohibition of corruption and bribery
All forms of corruption, bribery, extortion, facilitation payments or fraud are strictly prohibited.

Gifts and hospitality
The supplier must not offer EAB AB employees gifts, hospitality or other benefits exceeding a reasonable value (maximum SEK 500), or which could be perceived as influencing business decisions. Cash and gift cards are never permitted.

Conflicts of interest
The supplier must immediately inform EAB AB of any personal or financial relationships with EAB AB employees that could give rise to a conflict of interest or compromise impartiality.

Fair competition and confidentiality
The supplier must comply with applicable competition and antitrust laws and respect EAB AB's trade secrets and intellectual property rights.





Audits, monitoring and whistleblowing

Right to audit (on-site audits)
EAB AB reserves the right, through its own personnel or an independent third-party auditor, to conduct announced or unannounced on-site audits at the supplier's premises to verify compliance with this Code.

The supplier must, upon request, provide relevant documentation and access to its premises.

Non-compliance and corrective action plans
Where non-compliance is identified, the supplier must prepare a time-bound corrective action plan. Failure to remedy identified issues may result in the immediate termination of the business relationship and applicable agreements.

Whistleblowing and protection against retaliation
Employees of the supplier have the right to report suspected violations of this Code through EAB AB's external whistleblowing service: www.eab.info/whistleblowing-report-form/

Validity, contractual integration and compliance

This Supplier Code of Conduct forms an integral and binding part of all business agreements, framework agreements, purchase orders and other agreements entered into between EAB AB and its suppliers.

Contractual obligations
By entering into an agreement, confirming a purchase order or supplying products or services to EAB AB, the supplier agrees to comply with the requirements of this Code, both within its own operations and throughout its supply chain.

Publication and version control
The current version of the Supplier Code of Conduct is always available on EAB AB's website:

www.eab.info/about-eab/documents

The supplier is responsible for keeping up to date with any revisions.

Breach of contract
Failure to comply with this Code will be regarded as a material breach of contract and entitles EAB AB to terminate the business relationship and applicable agreements with immediate effect.

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