



ROBUR SAFE AB

Robur Safe is a leading manufacturer and supplier of physical security products. We provide high quality, tested equipment to Banks, Retailers, Cash in Transit, Government Offices and multi-national companies throughout the world. Robur Safe is a family owned business founded in Gothenburg and has been protecting our customers' assets since 1970.

Robur Safe's headquarter is located in Falkenberg on the West coast of Sweden and has a presence in more than 50 countries.

Robur's goal is to produce products with highest possible quality with a cost efficient production. Robur's management system governing the development, production, transport and all other activities is based on the quality standard ISO 9001 and the environmental standard ISO 14001. Robur are certified by SBSC for both standards

Code of Conduct for Partners & Suppliers

This application form is part of the Suppliers and Partners' qualification process. The applicant hereby represents that it complies with all requirements as set out in the ROBUR Integrity & Corporate Responsibility Charter.

Should any changes occur as from the date of signature of this form, the applicant undertakes to inform ROBUR in a timely manner. This application form shall be governed by the law applicable in the registration country of the ROBUR entity conducting the qualification process of the Applicant.

Company Name:

City:

Date:

Authorizes Signatory

Name:

Title:

Signature and company stamps



ROBUR PARTNERS AND SUPPLIERS COMMITMENTS TO INTEGRITY & CORPORATE RESPONSIBILITY

Robur Partners and Suppliers shall comply with all applicable laws and regulations including without limitation, laws and regulations aiming to protect human rights, fight against corruption, money laundering, terrorism, as well as laws and regulations related to antitrust, data protection, international trade compliance, health, workplace safety, and environment.

HUMAN RIGHTS:

Partners and Suppliers are expected to share Roburs' commitment to Human Rights and particularly to treat people with respect and dignity, encourage diversity, remain receptive to diverse opinions, promote equal opportunity for all, and foster an inclusive and ethical culture, in accordance with the relevant International Labor Organization (ILO) Conventions.

CHILD LABOR:

Partners and Suppliers must ensure that illegal child labor is not used in the performance of work. Partners and suppliers must work in accordance to UN guiding principles and under the Convention on the rights of the child.

The term "child" refers to any person under the minimum legal working ages defined by the International Labour Organization (ILO) or, if older, under the minimum legal working age for employment in the country or jurisdiction where the work is effectively performed.

HUMAN TRAFFICKING INCLUDING FORCED OR INDENTURED LABOUR

Partners and Suppliers must adhere to regulations prohibiting human trafficking and comply with all applicable local laws in the country or countries in which they operate. Partners and Suppliers must refrain from violating the rights of others and address any adverse impact their operations may have on human rights.

NON-DISCRIMINATION

Non-discrimination Partners and Suppliers are expected to provide equal employment opportunity and treatment of employees through non-discrimination on the grounds of especially ethnic origin, sex, age, sexual orientation, trade-union membership, personal political or religious beliefs. Partners and Suppliers also endeavor to provide a working environment that encourages the employment of people with disabilities (subject to local legislation). Partners and Suppliers are also expected to treat applicants for employment without discrimination.



WEEKLY REST PERIOD

Partners and Suppliers must provide a weekly rest period of at least twenty-four consecutive hours to all employees.

SOCIAL DIALOGUE

Partners and Suppliers are expected to respect the rights of workers to associate freely and communicate openly with management regarding working conditions without fear of harassment, intimidation, penalty, interference or reprisal. Partners and Suppliers are also expected to recognize and respect any rights of workers to exercise lawful rights of free association, including joining or not joining any association of their choosing.

SAFE AND HEALTHY WORKING ENVIRONMENT:

Harassment and healthy working environment Partners and Suppliers are expected to ensure that their employees are afforded an employment environment that is free from physical, psychological, and verbal harassment, or other abusive conduct. Furthermore, Partners and Suppliers must provide a safe and healthy working environment for their employees.

Partners and Suppliers are expected to provide equal employment opportunity and treatment of employees through non-discrimination on the grounds of especially ethnic origin, sex, age, sexual orientation, trade-union membership, personal political or religious beliefs.

WAGE AND BENEFITS

Partners and Suppliers must pay workers at least the minimum compensation required by local law and provide all legally mandated benefits. In addition to payment for regular hours of work, workers must be paid for overtime at such premium rate as is legally required or, in those countries where such laws do not exist, at least equal to their regular hourly payment rate. Deduction from wages as a disciplinary measure should not be permitted. Partners and Suppliers must operate a health protection system within the applicable statutory requirements.



ENVIROMENT

Partners and Suppliers shall establish an appropriate management system for Environment, Health and Safety (i.e. ISO 14001, ISO 45001, ISO 50001, etc.) and promote the awareness of those policies amongst workers and suppliers. Partners and Suppliers shall take appropriate measures to operate in a manner that: limits the environmental impact of their operations, particularly by reducing consumption of energy and production of waste and by improving prevention and control of all other potential forms of pollution; actively manages, prevents and mitigates environmental and health & safety risks (avoid as much as possible use & exposure to hazardous materials, mitigate risks regarding storage conditions, manage possible re-use, re-cycle, transportation or disposal of waste, mitigate exposure to radiation).

Conserves natural resources, and work as much as possible with recycling of materials.

Develop a positive contribution to the fight against climate change.

Partners and Suppliers should protect the health, safety, and the welfare of their employees, contractors, visitors, suppliers and others who may be affected by their activities.

ANTI-CORRUPTION

Partners and Suppliers are required to comply in all situations with foreign and domestic laws and regulations against bribery and corruption.

Partners and Suppliers must have internal controls designed to detect, prevent and respond money laundering. Transactions must be properly recorded and subject to review.

CONFIDENTIAL INFORMATION

Partners and Suppliers shall properly handle sensitive information, including confidential, proprietary, and personal information. Information should not be used for any purpose (e.g. advertisement, publicity, and the like) other than the business purpose for which it was provided, unless there is prior authorization from the owner of the information. In regard to protection of proprietary information, Partners and Suppliers must comply with all applicable laws governing intellectual property rights assertions, including protection against disclosure, patents, copyrights, and trademarks.

Partners and Suppliers must protect the confidential and proprietary information of others, including personal information, from unauthorized access, destruction, misuse, modification and disclosure, through appropriate technical, physical, organizational and electronic security measures which shall be revised from time to time to reflect at all times, at a minimum, industry standards.



CONFLICT OF INTEREST

Partners and Suppliers are required to implement policies intended to avoid all conflicts of interest or situations which could lead to a potential conflict of interest, including policies enabling employees in situations of conflict of interest (whether actual or potential) to provide notification to their managers.

Personal or friendly relationships with an employee of Robur shall never be used to influence the professional judgement of that employee. Our Partners and Suppliers shall not provide financial or other support to political parties to influence transactions with or for Robur.

FAIR COMPETITION

Partners and Suppliers are required to comply with laws and regulations aiming at the protection of competition and prohibiting antitrust practices. They must respect the principle of free price-setting and not fix prices or rig bids with their competitors. They must not share the market with competitors. They must not exchange current, recent, or future competitively sensitive information with competitors.

Partners and Suppliers must refrain from participating in a cartel

TRADE CONTROLS

Partners and Suppliers must ensure that their business practices are in accordance with all national applicable laws, directives and regulations governing the import & export of parts, components, and technical data in the Supplier's jurisdiction, as well as with other foreign trade controls and/or other trade & economic sanctions or restrictions from the United States of America, the European Union, or from international trade organizations (including but not limited to those of the European Union and the United Nations).

Date: May 2021

Martin Blomdahl

ROBUR SAFE AB