



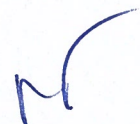
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Identity: POL-Supplier Code of Conduct		
Issued by: Lina Stange	Reviewed by: Jenny Krantz	Approved by: Marcus Thuresson
Date: 2025-04-07	Date: 2025-04-10	Date: 2025-04-10

Supplier Code of Conduct

Tillquist Group AB

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1 Introduction

Tillquist Group AB and its affiliates (Tillquist) is a manufacturer and distributor of technical components and systems related mainly to measurement in the power and industrial automation industries. We focus on quality and work exclusively with the most reputable suppliers in each product category. This has been our business model for over 100 years, and we will continue to maintain this.

This Code of Conduct provides a summary of the rules and values of Tillquist. Tillquist strives at, together with you, acting responsibly regarding environment, climate and social sustainability to continue to be an attractive supplier. Therefore, we expect all our suppliers to behave in the best possible way in terms of professionalism, business sense, and trust in their surroundings, and exercise high ethical standards in the execution of their professional duties. Our suppliers play an integral part in our business, and we can never succeed without our suppliers' cooperation.

2 Compliance with Laws and Regulations

The supplier must operate in full compliance with all laws and regulations applicable to its business.

The supplier shall establish and maintain adequate management system to ensure compliance with laws and regulations applicable to its business.

The supplier is also expected to monitor its own operations and any sub-suppliers to ensure that they adhere to applicable laws and regulations and to this Code of Conduct.

3 Human Rights and Labour Rights

Tillquist expects the supplier to comply with human rights and labour rights conventions as set out by United Nations from time to time.

3.1 Health and Safety Standards

The supplier must ensure that its employees are offered a safe and healthy working environment. Adequate health and safety policies and procedures shall be established, kept up to date and followed.

3.2 Wages and Working Hours

Tillquist Group AB compensates employees fairly and comply with legal minimum standards. Working hours at Tillquist Group AB comply with national laws.

3.3 Modern Slavery and Forced Labour

The supplier must not engage in modern slavery related activities, such as using force, threats, or deception to get a person to work. All workers shall have the right to enter and terminate their employment freely, and work shall be conducted on a voluntary basis.



3.4 Minimum Age Requirements

The supplier must not engage in, or benefit from, the use of child labour.

3.5 Freedom of Association and Collective Bargaining

The supplier is expected to respect the right of employees to freely associate and bargain collectively.

3.6 Equality and Non-discrimination

The supplier is expected to make decisions on hiring, promotion, development, and compensation based on the employees' abilities and skills related to the job.

These decisions are never to be based on factors such as gender, transgender identity and expression, ethnic origin, religion or other belief, disability, sexual orientation or age.

3.7 Indigenous peoples

Suppliers shall respect the rights of indigenous and tribal peoples and their social, cultural, environmental, economic interests, including their connection with lands and other natural resources.

4 Environment

4.1 Environmental Management System

Suppliers shall have a structured and systematic approach to working with their environmental aspects. This includes having an established, suitable management system to improving environmental performance, setting targets, and follow-up on targets.

4.2 Climate

Tillquist expects the supplier to address climate change, including climate adaptation, systematically in their operations.

Suppliers should strive at measuring greenhouse gases emissions and have targets and plans to reduce such emissions.

4.3 Resource Efficiency

The supplier is expected to use energy efficient solutions and strive to minimise waste of all types. In areas with limited access to freshwater, suppliers are expected to establish plans for how to reduce the use of freshwater in operations.

4.4 Hazardous Substances/Substances of Concern

When handling substances (materials and products) that are classified as hazardous or as hazardous to water, suppliers shall ensure that they are procured, labelled, handled, moved/transported, stored, re-used and disposed of safely.

Tillquist expects the supplier to identify and phase out hazardous substances in products and operations and ensure proper treatment of emissions generated from operations.





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The supplier must comply with the European Chemicals Regulations, REACH, RoHS and SCIP and is responsible to take part of the latest updates.

5 Business Ethics

5.1 Anti-corruption

Suppliers shall not engage in or tolerate any form of corruption, bribery, extortion or fraud. Suppliers shall not offer or accept any benefits to obtain any undue or improper advantage or with the intention to let the receiver act in breach of his or her professional duties. Such improper benefits may comprise cash, non-monetary gifts, pleasure trips or services of any other nature.

5.2 Conflict of Interests

Suppliers shall avoid conflicts of interest that may compromise the supplier's credibility or confidence in their products.

5.3 Competition Law/Fair Competition

The supplier shall respect and comply with all applicable fair trade, competition and anti-trust laws and regulations. The supplier shall not exchange commercially sensitive and strategic information with competitors or enter into anti-competitive agreements, including illegal price-fixing, market sharing, customer allocation, or other illegal restrictive practices.

6 Protection of Information

6.1 Intellectual Property Rights and Confidential Information

Suppliers shall respect Tillquist's, Tillquist's customers' and Tillquist's contractual parties' intellectual property rights and protect the provided information against misuse, theft, fraud or improper disclosure.

6.2 Data Privacy, Data Protection

Whenever a supplier is entrusted with personal information about individuals, the supplier shall safeguard it and take appropriate steps to protect it from misuse. All applicable data privacy laws, including but not limited to EU directives and regulations, as well as contractual terms shall be observed when collecting, storing, using, processing or sharing personal information about individuals.

6.3 Compliance with Sanction Regime

Suppliers are required to comply with all trade sanctions and all relevant export control laws and regulations and ensure that goods are not exported in contradiction with the same, including but not limited to applicable national, EU or US laws and regulations and United Nations sanction regimes.



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7 Whistleblowing

Tillquist encourages to have a process for whistleblowing in case of any illegal, immoral, illicit, unsafe, or fraudulent activity according to EU regulations or any equivalent replacement.

Place: Kista, SWEDEN
Date: April 10th 2025

Place: _____

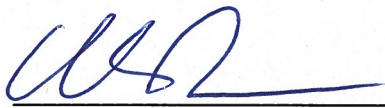
Date: _____

Tillquist Group AB

Supplier: _____

Name: _____

Position: _____



Marcus Thuresson, CEO

Signature: _____

By signing the above, I confirm that I am authorised to sign on behalf of the supplier above.

8 Version History

Version	Description	Issued by Date	Reviewed By Date	Approved By Date
1.0	New document.	Lina Stange 2025-02-03	Jenny Krantz 2025-02-03	Marcus Thuresson 2025-02-03
2.0	1: Corrected description of Tillquist Group AB. 4.3: Modified description of recycling and waste.	Lina Stange 2025-04-07	Jenny Krantz 2025-04-10	Marcus Thuresson 2025-04-10