



Dokumentnamn

Supplier Code of conduct

Ledningssystem

Datum 2026-02-02	Ersätter
Upprättad av Christian Berggren	Fastställd av Christian Berggren

1

Introduction

NP Produkter's goal is to be the preferred partner for our customers and suppliers in the purchase and distribution of fasteners and mechanical components. To achieve this, we strive to ensure customer satisfaction, maintain a high level of employee commitment, and foster sustainable and profitable growth. NP Produkter is dedicated to environmental sustainability and takes clear economic and social responsibility for our development.

Our commitment to ethical business practices and corporate responsibility is fundamental to who we are. We believe that integrity, respect, and transparency are the cornerstones of our relationships with our customers, suppliers, employees, and the communities we serve.

This Code of Conduct outlines important principles and guidelines that define who we are and how we wish to be perceived. It serves as a framework for our daily actions and decisions, ensuring that we uphold the highest standards of conduct in all aspects of our operations. This policy applies to all employees, suppliers, and partners and does not replace existing laws. In case of any conflict, legal requirements take precedence:

- ISO 14001 and 9001
- Swedish laws and practices.
- United Nations Universal declaration of Human rights.
- NP Policies

Implementation

NP's CEO has the overall responsibility to implement and to make sure that our employees and suppliers work with and understand our code of conduct. With this Supplier Code of Conduct, we want to communicate to our suppliers to respect them and to operate as if it were their own, and act in accordance with internationally recognized standards on Human Rights, Labour Rights, Environment and Anti-corruption. By approving our Code of Conduct, the supplier promises to follow and ensure that they comply with NP Produkter's Code of Conduct.



Dokumentnamn

Supplier Code of conduct**Ledningssystem**

Datum 2026-02-02	Ersätter
Upprättad av Christian Berggren	Fastställd av Christian Berggren

Business ethics

Our daily actions will always be characterized by responsibility and respect for customers, suppliers, business partners and the society we operate in. An ethical and good business practice is important for our development and profitability and to attract competent staff. We strive to convince our business partners with commercial arguments. Our goal is always to develop long-term stable business relationships with customers, suppliers, and partners.

Suppliers that NP Produkter does business with must not use illegal payments, bribes, kickbacks, or other questionable inducements to influence any business transaction. NP Produkter specifically prohibits bribery by any of its employees. A practice that conflicts with this policy might be considered acceptable in a particular country, however it is not acceptable to NP.

Child labor

NP respects the children's right to development and education. Suppliers must not engage in child labor. The supplier shall ensure that no employee is younger than the legally fixed age for employment. Minimum age is the age for completion of compulsory schooling, but not younger than 15 years. The supplier should abide by the United Nations Convention on the Rights of the Child and comply with all relevant national and international laws, regulations, and provisions applicable in their country of production or operations. If it is found that a child produces products, the employer must act based on the best interests of the child and is expected to work together to reach a satisfactory solution that improves the situation of the individual child. NP also expects suppliers and partners not to use any form of forced labor or work associated with any form of punishment.

Human trafficking

NP Produkter AB has zero tolerance for all forms of human trafficking, modern slavery, forced labour, or exploitation. Human trafficking refers to the recruitment, transportation, transfer, harbouring, or receipt of persons through threat, force, coercion, deception, or abuse of power for the purpose of exploitation.

The company is committed to preventing human trafficking and modern slavery throughout its operations and supply chain, in line with the UN Universal Declaration of Human Rights, the ILO Core Conventions, and the principles of the UN Global Compact.

NP Produkter AB expects all suppliers, subcontractors, and business partners to adhere to the same principles and to take appropriate measures to identify, prevent,



Dokumentnamn

Supplier Code of conduct**Ledningssystem**

Datum 2026-02-02	Ersätter
Upprättad av Christian Berggren	Fastställd av Christian Berggren

and address risks related to human trafficking and modern slavery in their own operations and supply chains.

Any suspected cases of human trafficking, forced labour, or exploitation must be reported immediately through the company's whistleblowing channel or to management. Reports will be handled confidentially, and no retaliation will be tolerated against individuals who raise concerns in good faith.

Freedom of association

Suppliers must respect the right of employees to join any organized associations of their own choosing and to bargain collectively as permitted by local laws and regulations. Suppliers shall respect the recognized unions. The supplier should also equally respect an employee's right to refrain from joining a union. For our suppliers to collaborate with NP, no employee is required to risk harassment or reprisals in order to exercise these rights. Suppliers shall comply with applicable laws, agreements and industry standards on working hours and compensation.

Alcohol and/or drug abuse

NP wants to create a safe and secure workplace and has zero tolerance for alcohol and other drugs during working hours and does not allow people affected by alcohol or drugs to stay on the company premises. The purpose is to prevent ill health, accidents, malicious use and, if necessary, support and rehabilitation.

Discrimination, harassment and diversity

Suppliers shall promote and value diversity and gender equality among employees. We do not approve any form of discrimination and harassment. We promote a human vision and respect for each person's unique and equal value and we expect our business partners to comply with this vision.

Conflict minerals, REACH and RoHS

NP follows applicable laws and regulations regarding the handling of conflict minerals. Conflict minerals are minerals from high-risk areas and conflict-affected areas, the use of which directly or indirectly contributes to the financing of armed groups that are expected to commit serious human rights violations. Goods delivered to NP must comply with the requirements of applicable laws and regulations on conflict minerals, as defined by the United States Dodd-Frank Act, Section 1502. NP requires companies to identify and disclose the source of 3TG minerals (tin, tantalum, tungsten and gold) used in products supplied to NP on request.



Dokumentnamn

Supplier Code of conduct**Ledningssystem**

Datum 2026-02-02	Ersätter
Upprättad av Christian Berggren	Fastställd av Christian Berggren

Health and safety

Suppliers shall have a safe and healthy working environment for all employees, in accordance with international standards and national legislation. Appropriate information on health and safety should also be offered to the employees. Any form of risks that can lead to accidents or bad health among employees should be handled promptly. All workers should be informed of security measures such as emergency exits, fire extinguishers, first aid equipment, etc. Where the supplier provides its employees with accommodation such accommodations must as a minimum be clean, safe and meet the employee's basic needs.

Environment and quality

All supplier to NP should take preventive measures in relation to environmental challenges, undertake initiatives to promote greater environmental responsibility and encourage the development and diffusion of environmentally friendly technologies. A supplier's actions should be based on relevant national and international laws, regulations, and standards with respect to the environment. Supplier shall minimize its environmental impact and continuously improve its environmental performance. We also expect all our suppliers to be certified according to ISO 9001 and ISO 14001 or equivalent quality and environmental management systems.

Historik

Datum	Ändringar	Av	Godk
2023-01-01	Första utgåva i nya Teams systemet.	CB	CB
2026-02-02	Uppdatering kring Human trafficking	CB	CB