



Supplier Code of Conduct

Adopted by the Board of Directors of Tången Industrikapital AB, 2025-08-20
Version: 1.0

Supplier Code of Conduct of Tången Group

*This Code of Conduct for suppliers has been adopted by the Board of Directors of Tången Industrikapital, and any amendments or exemptions may only be issued by the Board.
Gothenburg, 20 August 2025*

Introduction Tången is a long-term and responsible owner of industrial companies. We strive to build sustainable businesses through trust, decentralised decision-making, and local entrepreneurship. Our values of integrity, accountability, and long-term thinking guide both how we operate and how we expect our partners to act.

Scope and Applicability This Code of Conduct outlines the minimum standards we expect from our suppliers. These standards include, at a minimum, compliance with all applicable laws and regulations in the countries where they operate. Where this Code sets a higher standard than applicable law, we expect our suppliers to adhere to the stricter requirement. The Code places particular emphasis on ethical conduct, respect for human and labour rights, and environmental responsibility. It applies to all suppliers of Tången Industrikapital AB and its subsidiaries.

We expect suppliers to acknowledge and commit to this Code of Conduct. Signing the Code is part of our standard onboarding and contracting process, particularly for long-term or strategically important supplier relationships.

Guiding Principles and Frameworks This Code is developed in alignment with the Ten Principles of the UN Global Compact that promote responsible business conduct. Tången supports the principles set out in this framework and encourages all suppliers across its subsidiaries to apply them throughout their respective value chains. [The Ten Principles | UN Global Compact](#)

Governance and Business Ethics

Tången expects its suppliers to demonstrate integrity and responsible business practices through robust governance and ethical conduct. This includes:

- Conduct business ethically and in compliance with all applicable laws.
- Prohibit all forms of corruption, bribery, fraud, and extortion.
- Avoid conflicts of interest.
- Compete fairly and comply with competition laws.
- Protect confidential information and intellectual property.

Social Responsibility

Suppliers of Tången and its subsidiary are expected to:

- Respect human rights, including:
 - No child labour or forced labour
 - Freedom of association and collective bargaining
 - Safe and healthy working conditions
- Provide fair wages and reasonable working hours.
- Ensure equal treatment and non-discrimination.
- Protect personal data in accordance with applicable privacy laws.

Environmental Responsibility

Suppliers are expected to maintain responsible environmental practices, including:

- Comply with applicable environmental laws and regulations.
- Handle hazardous materials and waste responsibly.
- Continuously improve environmental performance and resource efficiency.
- Strive to minimize climate, environmental and biodiversity impacts.
- Contribute to Tången's climate targets and cooperate to collect data on sustainability matter.

Implementation and Monitoring

Tången reserves the right to verify compliance through assessments or audits. In cases of material breach, Tången may terminate the business relationship. Suppliers are expected to communicate and enforce these requirements with their own suppliers and subcontractors.

Reporting Concerns

Violations or concerns can be reported anonymously via Tången's whistleblower channel:

<https://tangen.whistlelink.com> Retaliation against whistleblowers is strictly prohibited.

Confirmation

We confirm that we have read, understood, and agree to comply with this Supplier Code of Conduct. We will communicate its content within our organization and ensure its implementation.

Company: _____

Name: _____

Title: _____

Signature: _____

Date: _____