

1. Purpose

This document is intended to help suppliers and business partners better understand how Nynas' Code of Conduct applies to their business relationship with us. It provides practical guidance on how to interpret and apply the principles of the Code in daily operations, including expected behaviours, minimum standards, and compliance processes.

It is intended to complement, not replace, the Code of Conduct. This guidance does not modify, override, or supersede any part of the Code of Conduct or any contractual obligations. All suppliers and third parties are expected to read, understand, and comply with the full Code of Conduct, which remains the primary source of our ethical, legal, sustainability and operational standards.

2. Scope

This guideline is intended for use by all third parties who provide goods, services, or other forms of support to Nynas, including suppliers, contractors, agents, and other business partners, regardless of geography, sector, or size.

It focuses on the key areas where supplier activities intersect with our Code of Conduct, including but not limited to:

- Human rights and labour practices
- Health, safety and environmental protection
- Business ethics, including anti-corruption and fair competition
- Responsible sourcing and due diligence requirements

This document aims to support consistent understanding and implementation of Nynas' Code of Conduct standards throughout its value chain. It may also be used as part of onboarding, training, or supplier engagement processes.

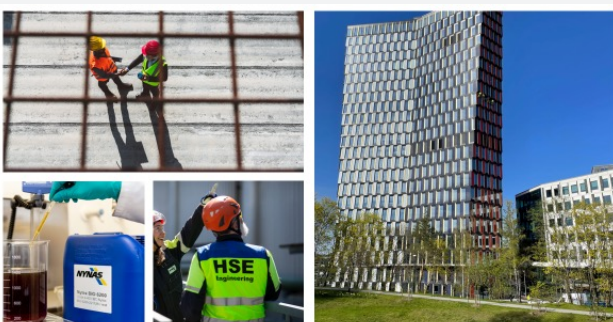
3. Shared Principles

Nynas is committed to conducting business with integrity, fairness, and respect for people and the environment, in line with the Ten Principles of the United Nations Global Compact and other internationally recognised standards, covering human rights, labour, environment, and anti-corruption. We expect all suppliers and business partners to uphold these same principles in their operations and their value chain.

4. Supplier's Own Code of Conduct

Suppliers are encouraged to adopt their own Code of Conduct or equivalent set of internal policies aligned with global standards such as the UN Guiding Principles on Business and Human Rights, the ILO Conventions, and the OECD Guidelines for Multinational Enterprises.

Where a supplier has an existing Code of Conduct, it should be consistent with Nynas' expectations. In case of absence or contradiction, Nynas' Code of Conduct shall serve as the reference for the business relationship; however, if the Supplier's own standards are higher or more stringent than those of Nynas, the Supplier's standards will take precedence and apply.



5. Minimum Requirements

All suppliers are expected to meet the following minimum standards as a condition for doing business with Nynas. These requirements reflect our commitment to ethical, legal, and sustainable business practices:

- Compliance with all applicable laws and regulations
- Prohibition of forced, bonded, or child labour
- Respect for workers' rights, including fair wages, working hours, and freedom of association
- Safe and healthy working conditions
- Non-discrimination and promotion of diversity and inclusion
- Zero tolerance for corruption, bribery, or fraud
- Responsible environmental management and pollution prevention
- Honest and transparent business records and reporting

We recognise that small and medium-sized enterprises (SMEs) may have different levels of capacity and resources to implement certain practices. While we support a progressive approach to improvement, some expectations such as compliance with applicable laws, respect for human rights, prohibition of forced and child labour, and a strict ban on all forms of corruption remain mandatory and apply equally to all suppliers, regardless of size or sector. Beyond these essential requirements, we encourage SMEs to take gradual steps toward aligning with international best practices and to strengthen responsible business conduct over time.

6. Contractual Requirements

In addition to the expectations outlined in this guideline, some suppliers may be subject to specific or more stringent requirements as defined in their contractual agreements with Nynas. Where such contractual provisions exist, they take precedence over the general guidance provided in this document. It is the supplier's responsibility to review, understand, and comply with all obligations defined in their individual agreements with Nynas.

This guidance document remains a non-binding tool and does not override or modify any contractual terms.

7. Collaboration and Performance Assessment

We expect suppliers to act transparently, provide accurate information about their operations, and engage openly with us on issues related to ethics, sustainability, and risk. To ensure alignment with our Code of Conduct, Nynas may request suppliers to participate in compliance and assessment activities. These may include:

- Completion of self-assessment questionnaires or disclosure tools
- Participation in sustainability or compliance evaluations
- Site visits or documentation reviews, where applicable
- Development of corrective action plans where issues are identified

8. Reporting Concerns and Non-Compliance

Suppliers are expected to report, in good faith, any actual or suspected breaches of Nynas' Code of Conduct or other applicable standards. Nynas' grievance mechanism is also available to supplier employees and to sub-tier suppliers who wish to raise concerns confidentially and without fear of retaliation. Concerns can be raised through the established whistleblowing platform, see the web address: <https://nynaswhistleblowing.hwrs.se>

In cases of non-compliance, Nynas will work with suppliers to address issues through corrective actions and ongoing monitoring. However, serious or repeated violations, refusal to cooperate, or failure to remediate issues may result in consequences as defined in the applicable contract, including possible suspension or termination of the business relationship.